1965

TOWN OF WAYLAND

REPORT

OF THE

FINANCE COMMITTEE

INCLUDING

WARRANT ARTICLES

FOR ANNUAL TOWN REPORT

1965

With Finance Committee's

RECOMMENDATIONS AND BUDGET

CAGE

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WARRANT FOR ANNUAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

To any of the Constables of the Town of Wayland, in said County: Greetings:

In the name of the Commonwealth you are required to notify and warn the inhabitants of said Town qualified to vote in Town election to meet at their respective polling places, Precinct 1 in the Junior High School Gymnasium, Precinct 2 in the Cochituate Grammar School, on

MONDAY, MARCH 1, 1965

at 7:00 o'clock in the forenoon, there and then to bring in their ballots for a Moderator and one Cemetery Commissioner, each for one year;

One member of the School Committee for two years;

Town Clerk, one Selectman, one member of the Board of Public Welfare, one member of the School Committee, one Assessor, one Water Commissioner, two Trustees of the Public Library, one Cemetery Commissioner, one member of the Board of Health, one Park Commissioner, one Road Commissioner and one Commissioner of Trust Funds, all for three years;

One member of the Planning Board for five years.

All the foregoing to be voted on the official ballot. The polls will be open at 7 o'clock in the forenoon and will remain open continuously until 8:00 o'clock in the afternoon, when they shall be closed.

And you are required to notify and warn the inhabitants of said Town qualified to vote in Town affairs to meet at the Senior High School Field House on

WEDNESDAY, MARCH 3, 1965

at 7:45 P. M., then and there to act on the following articles:

Article 1. To hear the reports of the Town Officers, Agents and Committees and act thereon.

Article 2. To choose all necessary Town Officers, Agents and Committees not elected by the official ballot.

Article 3. To see if the Town will vote to further amend the Town By-Law establishing the Wage and Salary Classification Plan, as amended, in any of the following respects; and establish the effective dates for any changes by such amendments:

(a) Amend Article II, Section 1, of said Plan by changing any of the salary and wage rates or designations or descriptions of any position classifications specified in said section or adding thereto.

(b) Amend Article III, Section 1, by changing the specified number of hours for the regular work week for any positions.

(c) Amend Article III, Section 2, to read as follows:

"Any salaried employee required to work overtime in any week shall be given compensatory time off, if practicable, and as soon as practicable. If it is impossible to allow compensatory time off without unduly interfering with the work of the department, the employee shall be compensated for overtime work at an hourly rate based on the annual rate of the employee's salary, except that firefighters, employed on an annual salary basis, and also serving as a 'Call Firefighter,' shall be paid when employed as a 'Call Firefighter' at the Call Firefighter's hourly rate of pay. When serving a full day or night shift, Firefighters shall be paid at the 'Call Firefighter — full Day or Night Shift' rate of pay."

(d) Add Article III, Section 5, to read as follows:

"SECTION 5. Police Officers who are requested to appear in Court during off-hours will be compensated at their regular straight-time pay, less Court fee, for actual time spent making such appearances, including travel and waiting time."

(e) Amend Article V-B, Section 2, to read as follows:

"Full time Police and Fire Department personnel assigned to duty on a holiday shall receive straight-time pay for the hours actually worked in addition to their regular pay."

(f) Amend Article V-C, Section 1, to read as follows:

"Each permanent employee shall accumulate sick leave at the rate of one day a month. Sick leave will not be accumulated by an employee for any calendar month in which he is absent due to illness or leave of absence for more than 20 consecutive working days. Sick leave is for the protection of employees against loss of pay because of illness and shall not be taken into account in figuring termination pay."

(g) Amend Article V-C, Section 2, to read as follows:

"If on sick leave, an employee may be compensated at his regular rate of pay for absences of not more than three (3) consecutive working days, provided the employing agency is satisfied that the absence was caused by the employee's illness. Sick leave with pay will be allowed for more than three (3) consecutive working days only upon submission of a doctor's certificate satisfactory to the employing agency, which certificate will be filed with the Town Accountant. Such payment for sick leave may not exceed the employee's accrued sick leave benefit."

(h) Add Article V-D, entitled "Leave of Absence," Section 1 of which is to read as follows:

"SECTION 1. Any employee may apply for a leave of absence without pay. The application must be approved by both the employing agency and the Personnel Board and will be granted only under unusual conditions. If a leave of absence is granted, no provision of this plan will apply, and seniority will not accrue during this absence."

or take any action relative to any of the foregoing proposed amendments.

This article has been inserted in the Warrant at the request of the Personnel Board to cover its recommendations with respect to change in classifications, adjustment in salary and wage levels and suggestions to modernize the personnel plan.

Following is the report of the Personnel Board, with its recommendations:

Following the completion of the Town Meeting in 1964, the Wayland Personnel Board continued its development of standard position descriptions for employees of the Town, including a review of compensation rates. These studies were made with the cooperation of a Personnel Management Consultant, whose contract was approved by the Selectmen, the Finance Committee and the Personnel Board.

The Consultant also studied the jobs of non-professional employees of the School Department and has reported his findings separately to the School Committee.

This year's studies included comparisons with most Eastern Massachusetts towns whose population and tax base were comparable to Wayland's, all adjacent towns to Wayland, a general statewide study, and study of comparable industrial positions in the area. Meetings were held with department heads and/or Commissioners of each department and their recommendations were also considered. These evaluations, together with the findings of our Personnel Consultant, formed the basis for the recommended changes to the Wage and Salary Plan contained in this Article. These recommendations are based on long and exhaustive studies and the Personnel Board earnestly urges that

they be adopted at Town Meeting. They are concurred in by the Board of Selectmen and the Finance Committee.

It is our considered opinion that these adjustments will result in more equitable salaries for the employees of the Town of Wayland.

BASIC COMPENSATION RATES AND CLASSIFICATIONS:

As a basic step in its study, the Personnel Board, with the assistance of the Personnel Consultant, reviewed the present schedule of classified positions and compensation rates with a view to revisions which would make the various basic rates more equitable in relation to the duties of the various positions, and prevailing rates for 1964 in other towns. The proposed basic schedule set forth following the Finance Committee Budget reflects the recommended revision of this schedule. The present schedule is printed following the recommended schedule, for purposes of comparison. This basic plan proposes changes to continue the equalization of wages and salaries for the entire working force of the Town, with the exception of the School Department. No fixed percentage increase has been applied across the board, but salaries were evaluated and adjustments recommended on an individual basis. There are no reductions. It is recommended that these changes be effective beginning with the first pay period following final adjournment of this Town Meeting. The total 1965 cost for these rate changes is estimated to be a maximum of $22,000, assuming that they are effective for nine and one-half months, beginning March 15.

The recommended schedule also includes minor changes in classifications and position descriptions to more closely correlate job titles with job descriptions.

The titles, "Secretary to Executive Secretary" and "Intermittent Patrolman" have been added to better describe certain jobs as they are presently constituted.

The classification of "Highway Mechanic" was added at the request of the Road Commissioners.

CHANGES IN NUMBER OF HOURS FOR THE WORK WEEK:

The work week for all Town employees, except Fire Fighters and Office and Clerical workers, has been reduced from 44 to 40 hours per week

This change was recommended as a result of requests by some Town Departments and a study of the normal work week of towns surrounding and similar to Wayland. This change enables Wayland to remain competitive with other towns of similar population and tax rates.

OVERTIME COMPENSATION:

The change proposed in part (c) of this Town Meeting Article is merely to correlate titles included in that Article with

those specified in the Schedule of Salary and Wage Rates for Classified positions.

COURT APPEARANCES FOR POLICE OFFICERS:

The addition proposed in part (d) of the Article is added because the Personnel Board feels it is unfair for Police Officers to spend their personal time making court appearances without pay other than the normal $3.00 Witness Fee.

HOLIDAY WORK FOR FIRE DEPARTMENT PERSONNEL:

The changes proposed in part (e) of the Article provide for compensation for Fire Department personnel required to work on holidays. Police Department personnel had already been allowed this compensation by a previous Town Meeting.

SICK LEAVE:

The changes proposed in parts (f) and (g) are to clarify and provide a fairer sick leave policy for employees. Although this policy is now more liberal than before, it is up to department heads to administer the Plan properly so that employees do not take undue advantage of the allowable sick leave.

LEAVE OF ABSENCE:

The change proposed in part (h) of the Article provides for a Leave of Absence policy. No such policy exists in writing at this time.

The Finance Committee believes that the Personnel Board and its Consultant have made a thorough study of the compensation situation this year, and concurs in the above recommendations.

Article 4. To grant money for necessary Town purposes.

See Finance Committee Report.

Article 5. To see if the Town will vote to fix the salary and compensation of all elective officers of the Town, as provided by the General Laws (Tercentenary Edition) Chapter 41, Section 108, and set the effective date of such salary and compensation.

The salary and compensation of each elective officer must be established annually by the Town.

The Finance Committee recommends that the salaries for the elective officers be set as indicated in the budget, and that they be effective as of January 1, 1965.

Article 6. To see if the Town will authorize the Treasurer, with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning

January 1, 1965, and to issue a note or notes therefor, payable within one year and to renew any note or notes as may be given for a period of less than a year, in accordance with Section 4, Chapter 44, General Laws.

Under this article the Town Treasurer is regularly given proper authority to borrow money during the year in case of need, pending the receipts from collection of taxes in October and November.

The Finance Committee recommends the approval of the article.

Article 7. To see if the Town will vote to authorize the Board of Selectmen to sell, or otherwise dispose of the following:

(1) The Police Department's present two 1964 Chevrolet station wagons;
(2) The Highway Department's present 1947 Farm All tractor loader, the 1956 International tractor loader, and the 1956 Diamond T chassis and dump body;
(3) The Welfare Department's present 1960 Chevrolet sedan;
(4) The Park Department's present 1958 International pick-up truck;
(5) The Water Department's present 1962 ½-ton Ford pick-up,

in connection with the purchase of new equipment by the respective departments; or take any action relative thereto.

The sale, trade-in, or disposal of Town property requires a vote of the Town. Funds for the purchase of new equipment are provided for in the budgets of the respective departments.

The Finance Committee recommends the approval of the article.

Article 8. To see if the Town will appropriate sums of money for the Water Department, determine whether the money shall be provided for by appropriation from available funds in the Treasury, by taxation and/or by borrowing; or take any action relative thereto.

The article provides funds for the operation of the Water Department, for the calendar year 1965. All of the funds will be provided for from the Water Department Revenue. The itemization of the proposed budget is as follows:

(1) Water Coupon Notes, Bonds and Registered Notes Maturing in 1965 — Payment of Principal		**$11,500.00**
(2) Water Coupon Notes, Bonds and Registered Notes —Payment of Interest		**2,982.75**
(3) Water Department — Maintenance:		
Salaries:		
Superintendent	**$8,478.77**	
Working Foreman	**6,200.77**	
Maintenance Man	**5,818.02**	

Labor	22,000.00	
Town Office (2)	8,539.00	51,036.56
Appropriation		46,000.00
Professional — System Survey		1,500.00
Equipment — New Truck		2,800.00
(4) Water Main Extensions — Loker Street		3,000.00
		$118,819.31

The Finance Committee recommends the approval of the article.

Article 9. To see if the Town will vote to authorize the appropriation or transfer from available funds of a sum of money for the purchase of a new tractor back hoe for the use of the Highway Department; or take any action relative thereto.

In two separate accounts, the Town has regularly been laying aside money for the purchase of heavy equipment for the Highway Department and the Fire Department. A long-term schedule of heavy equipment replacement is being followed by both departments. This year it is proposed that the Highway Department purchase a new tractor back hoe, disposing of and trading in, in connection with this purchase, its presently owned 1956 International tractor loader and its 1947 Farm All tractor.

The Finance Committee recommends the approval of the article and the transfer, from the "Highway Department — Heavy Equipment" account, of the sum of $7,000 to make the purchase.

Article 10. To see if the Town will vote to appropriate and assess a sum of money for the reconstruction and improvement of Chapter 90 Roads, said money to be used in conjunction with any money which may be allotted by the State or County, or both, for this purpose, the work to be done under the supervision of the Road Commissioners; or take any action relative thereto.

The Chapter 90 road program is one which is jointly entered into by the Town, County and State, with the Town putting up 25 per cent of the total appropriation, the County 25 per cent, and the State 50 per cent. This article is inserted in the Warrant annually, to cover the work done under this program. For 1965, the County has allocated $6700, the State $13,400, which, therefore, calls for an appropriation from the Town of $6700.

The Town has already voted to authorize the County to make the necessary land takings, in connection with the relocation of Routes No. 126 and No. 27 at so-called "Dead Man's Curve" at the Sandy Burr Country Club. This is a major project, which will require more than one year's appropriation. It is proposed that

most of the unexpended portion of the 1964 total appropriation for "Chapter 90 — Construction," amounting to $10,000, which would have normally been used on Old Connecticut Path, be applied to this job, together with the proposed current appropriation, totalling $26,800, and that in addition thereto, there be used the proceeds from the State Bond issue, amounting to $24,000, ear-marked for projects of this type which, under the terms of the grant, must be used within the next three years. The engineering work has been done, the takings have been made, and the job is ready to proceed.

The Finance Committee recommends the approval of the article.

Article 11. To see if the Town will vote to accept various conveyances, gifts, and devises to the Town; or take any action relative thereto.

This is a regular article in the Warrant to permit the Town to accept various gifts and conveyances which it has received during the past year, or is about to receive. The Town Counsel will make recommendations at the time of the Town Meeting, which will have been reviewed by the Finance Committee in advance of their having been made.

The Finance Committee recommends the approval of the article.

Article 12. To see if the Town will vote to authorize the transfer of all or any part of funds remaining in the account of "Chapter 90 Construction — Old Connecticut Path 1964" to "Chapter 90 Construction — Cochituate Road 1965"; or take any action relative thereto.

In line with the story given under Article 10, this article is inserted to authorize the transfer of $10,000 of the balance towards the payment of the work to be done under "Chapter 90 — Construction" on Cochituate Road.

The Finance Committee recommends the approval of the article.

Article 13. To see if the Town will vote to amend the By-Laws to provide for a permanent committee to be known as the Real Estate Advisory Committee; or take any action relative thereto.

This article is inserted in the Warrant at the request of the Committee on Town Government. Over the years the Town has gradually acquired property in various ways, directly for or suitable for a number of different uses, — Park, Conservation, Highway, School, Cemetery and Recreation. In addition, from time to time, the Town is in the process of acquiring property through failure of individuals to pay their real estate taxes, the property moving first through the Tax Title stage and, finally, into the Tax Title Possession account.

The Committee on Town Government has been studying the matter with the Town Treasurer, who acts as custodian, and after reviewing the problem with a number of the Boards, the Committee has come to the conclusion that it would be advisable to have a single composite committee regularly reviewing the inventory of all properties of the types mentioned, with a view to making an advisory recommendation to the Selectmen on further acquisition, transfer or disposal. It is felt that in this way the program for long-term ownership of property by the Town may be better maintained. It is not contemplated that the Committee would handle any negotiations or take over any of the functions of the Selectmen or Town Counsel in the actual handling of transactions, and that its responsibility would be limited to that of making recommendations to the Selectmen.

The Committee on Town Government feels that the composition of such an advisory committee, in order to cover the types of problems that may be involved, should consist of one member of the Planning Board, one Park Commissioner, one Highway Commissioner, one member of the Conservation Commission and one member of the Finance Committee, each to be designated by their respective Committees or Boards, and the Town Treasurer, ex-officio.

The Finance Committee recommends the approval of the article.

Article 14. To see if the Town will vote to accept as a Public Town Way the road known as Mansion Road, as shown on a plan on file with the Town Clerk entitled, "Plan of Mansion Road in Wayland, Mass. As Laid Out by the Board of Selectmen January 1965, Wayland Engineering Department"; to authorize the Board of Selectmen to acquire the necessary land or interests therein for laying out and/or construction of said road, including easements for drainage and slope, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or interests therein and for other costs in connection therewith, and for construction of said road and drainage and other installations in connection therewith; or take any action relative thereto.

This and the following three articles deal with a general proposal to improve Mansion Road from its intersection with West Plain Street, and Lake Shore Drive from its intersection with Mansion Road through to Simpson Road. It contemplates the installation of drainage, curbing and some fencing, together with road construction and paving between West Plain Street and Simpson Road. It also contemplates the acquisition of two adjacent vacant lots, which are presently completely surrounded by the proposed road and land now owned by the Town, extending through and across Lake Shore Drive to Dudley Pond. The road borders the old Dudley Pond Beach, which was abandoned at the time the Town installed the new swimming beach at Lake Cochituate. A number of substantial new houses have been built in the area within the year and that portion of Lake Shore Drive on which the new properties abut has been completely rebuilt by the developer to Town standards

under the subdivision laws. In view of the general improvement in the area, it seems desirable that the Town should do its share of correcting a rather bad situation which exists at the old beach and should complete the short northerly piece of Lake Shore Drive so as to provide adequate traffic circulation for the area as a whole.

* * *

This first article deals solely with Mansion Road from West Plain Street to Dudley Pond, a distance of about 380 feet. The land for the road was deeded to the Town by the Metropolitan District Commission in 1936 and there should, therefore, be no land acquisition costs. Completion of the drainage installed in prior years, the installation of curbing, construction of the road and the installation of some fencing will come to approximately $7,000.

The Finance Committee recommends the approval of the article.

Article 15. To see if the Town will vote to authorize the Board of Selectmen to purchase or take by eminent domain, gift or otherwise, for recreation purposes, all or part of the parcels of land on both sides of Lake Shore Drive shown on "Plan of Land owned by Dorcey and Jane Newell December 30, 1964, Wayland Engineering Department" and otherwise described as Lots 109-110 on Plates 46B and 46D of the Town Atlas, containing approximately 5450 sq. ft. and 6325 sq. ft., respectively; and to raise and appropriate, or transfer a sum of money therefor; or take any action relative thereto.

This, the second article dealing with the Mansion Road - Lake Shore Drive proposal, calls for the acquisition of two parcels of land abutting Mansion Road and Lake Shore Drive and surrounded completely by other land now in the ownership of the Town. The lots are vacant and extend through to the Dudley Pond Beach, and they include land necessary to complete the Town's ownership of the beach frontage at this location. The Town will have an appraisal made and will offer the owners a reasonable price, subject to the approval of the Town Meeting.

The Finance Committee recommends the approval of the article.

Article 16. To see if the Town will vote to accept as a Public Town Way a road known as Lake Shore Drive, or portions thereof, as laid out by the Board of Selectmen and as shown on a plan on file with the Town Clerk entitled, "Plan of Land in Wayland, Mass. Showing Area To Be Taken For Highway Purposes" dated November 27, 1961 by MacCarthy Engineering Service Inc., as revised by the Wayland Engineering Department dated January 15, 1965; to authorize the Selectmen to acquire the necessary land, including temporary construction easements and permanent easements for slope, by purchase, gift, eminent domain, or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portion thereof and for other costs involved and for construction of said road and drainage, and other installations in connection therewith; or take any action relative thereto.

This, the third article dealing with the Mansion Road - Lake Shore Drive proposal, contemplates the construction of about 325 feet of road from the end of the presently improved piece of Lake Shore Drive to the improved portion of Simpson Road. It involves the acquisition of about 1,000 sq. ft. from a single abutter and the use of land deeded to the Town by the developer for Lake Shore Drive. This short piece, at the present, is a narrow, gravel stretch of completely unimproved road. The Planning Board advises that they have made arrangements with the abutter by which there would be no charge for the necessary taking of the land, on the condition that the Town, under the next article, conveys to the abutter a piece of land involving about 1680 sq. ft. of land. The estimated cost of the work involved comes to $6,100.

The Finance Committee recommends the approval of the article.

Article 17. To see if the Town will authorize the Board of Selectmen to convey to Theodore M. and Eleanor I. Howard a parcel of land shown as "Town of Wayland" on a plan on file with the Town Clerk and entitled "Plan of Land in Wayland, Mass. Showing Area To Be Taken For Highway Purposes" dated November 27, 1961 by MacCarthy Engineering Service Inc., as revised by the Wayland Engineering Department dated January 15, 1965; or take any action relative thereto.

This, the fourth article dealing with the Mansion Road - Lake Shore Drive proposal, contemplates the conveyance to the abutters, Theodore M. and Eleanor I. Howard, of a parcel of approximately 1680 sq. ft. of land originally conveyed to the Town by the developers. This land is not required for the proposed construction of the road, and is of no use to the Town. It is, therefore, suggested that it be conveyed to the abutters in exchange for the piece proposed to be taken under the previous article.

The Finance Committee recommends the approval of the article.

Article 18. To see if the Town will vote to transfer from Tax Title Possession to the Town of Wayland for Highway Purposes, any or all of the following properties, shown on Plate 47A of the Town Atlas:

Lots 1 to 5 inc.	Dudley	Road
Lots 259-260	"	"
Lots 262-263	"	"
Lot 268	"	"

or take any action relative thereto.

The lots described in this article are now in the Town's "Tax Title Possession" account, as a result of non-payment of taxes by the previous owners. None of the properties are suitable for sale for any use other than public and it has, therefore, been suggested that they be transferred from the "Tax Title Possession" account to the "Town-Owned" account. Since under the statute it is neces-

sary to assign a purpose in so doing, and since all of the lots would be involved in any improvement of the junction of Bayfield Road and Dudley Road, it is felt that the transfer should be for Highway Purposes.

The Finance Committee recommends the approval of the article.

Article 19. To see if the Town will vote to authorize the Board of Selectmen to purchase, take by eminent domain, gift or otherwise, for Recreational purposes, the parcel of land between Bent Avenue and Dudley Pond shown on Plate 47C of the Town Atlas as land of Lydia Schnell, Lots 111-112, with an area of 8,000 sq. ft. and as shown on a compiled "Plan of Land in Wayland, Mass. Owned by Lydia Schnell" dated October 23, 1964, Engineering Department, Wayland, Mass.; and to raise and appropriate or transfer a sum of money therefor; or take any action relative thereto.

This article proposes the acquisition of a narrow, vacant lot, 42 feet in width, located on Bent Avenue at the foot of Cottage Street, between two Town-owned — Tax Title lots, of 13,100 sq. ft. and 10,900 sq. ft., respectively. The topography at this point is such that neither this lot, nor the Town lots are suitable for building. The land falls away very sharply from Bent Avenue towards Dudley Pond, down a steep bank and there would neither be adequate front yard space, nor place for proper sewerage disposal.

If a decision is made to acquire the lots, then in the succeeding article it is proposed that the two abutting Town-owned lots be transferred from Tax Title Possession to the Park Department, so that all three lots, together comprising about 23,000 sq. ft. would permanently afford a clear view of the Pond, set up as an open Park-administered space for this section of Town.

Prior to Town Meeting, the lot will have been appraised and an attempt will be made to secure an option on the property.

The Finance Committee recommends the approval of the article.

Article 20. To see if the Town will vote to transfer from Tax Title Possessions to the Town of Wayland, for Recreational purposes, any or all of the following properties:

Lots 108-110 and 113-115 Dudley Lake Shore B, Plate 47C of the Town Atlas;

or take any action relative thereto.

Provided, under the previous article, the Town votes to acquire the intervening lot, then it is proposed under this article, that the two lots now held by the Town in Tax Title Possession be transferred to the Park Department, to be operated so that all three lots may be maintained for Recreational purposes for this area.

The Finance Committee, therefore, recommends the approval of the article.

Article 21. To see if the Town will vote to authorize the Board of Selectmen to purchase, take by eminent domain, gift or otherwise, all or part of the parcel of land shown on "Plan of Land in Wayland, Mass. Owned By Russell T. and Elizabeth Kerr, December 28, 1964, Wayland Engineering Department," on file with the Town Clerk; and to raise and appropriate or transfer a sum of money therefor; or take any action relative thereto.

The Town Water Department was successful in finding an unusually fine and adequate supply of water on adjacent land previously purchased from Kerr. The Department has laid the necessary water mains, is now in the process of developing the well site with well, pump, and pump house. Because of the certainty of the supply of water at this location, the Department would like to acquire this house lot for future well development and would like to do so before the land has been sold and a house built upon it. The Finance Committee feels that the judgment of the Water Department in this respect is entirely correct. It is contemplated that by the time of the Annual Meeting, the Water Department will have been able to work out a satisfactory price with the owners and will have obtained an option for the site.

The Finance Committee recommends the approval of the article.

Article 22. To see if the Town will vote to authorize the Board of Selectmen to purchase, take by eminent domain, gift or otherwise, all or any part of the parcels of land at the intersection of Loker Street and Alden Road, having a total area of about 98,443 sq. ft. and shown on Plate 48 of the Town Atlas as land now or formerly of Mary Kelley, Lots 13 and 14, and more particularly described on plan entitled "Alden Road Extension" Subdivision of Land in Wayland, Mass. dated May 4, 1962 by MacCarthy Engineering Service Inc., Recorded in Book 10187, Page 123, Plan 1728 of 1962; and to appropriate and assess a sum of money therefor; or take any action relative thereto.

At the 1964 Annual Town Meeting, under Article 29, there was a proposal to acquire Lots 12, 13 and 14 Alden Road Extension, with a total area of 139,000 sq. ft., due to the proximity of the land to the new Loker Street School addition. At that time, the Finance Committee recommended the acquisition of but one lot. Since then, however, the owner has violated the restrictive agreements running with the land, the brook no longer runs in its natural state, the area has been excessively dug up and messed up, and all the Town Boards involved with the problem, the Planning Board, the Town Counsel, the Selectmen and the Finance Committee, now feel that there is no alternative but to take the property by eminent domain, if necessary, and clean up the situation.

The Town is obtaining an appraisal of the property in its present condition and the Finance Committee, at the Town Meeting, will be

prepared to make a further recommendation as to procedure and amount to be appropriated.

Article 23. To see if the Town will vote to accept as Public Town Ways the following roads:

1. Keith Road from station 0+0 to the end, as shown on a plan on file with the Town Clerk entitled "Subdivision Plan of Land in Wayland, Mass. on Main Street Owned by Einar P. and Joyce L. Robsham" dated September 26, 1962 by Everett M. Brooks & Company, C. E.;
2. Linn Lane from station 0+0 to the end as shown on a plan on file with the Town Clerk entitled "Subdivision Plan of Land in Wayland, Mass." dated August 25, 1960, plan revised November 19, 1962, by Everett M. Brooks & Company, C. E.;
3. Wayland Hills Road from Station 0+0 to station 19+82.07 as shown on plans on file with the Town Clerk entitled "Subdivision Plan of Land in Wayland, Mass." dated May 25, 1960 by Everett M. Brooks & Company, C. E. and "Subdivision Plan of Land in Wayland, Mass." dated August 25, 1960, plan revised November 19, 1962 by Everett M. Brooks & Company, C. E.;
4. Club House Lane from station 0+0 to the Natick Town line and that portion of Club House Lane shown as "Unnamed Road" on a plan on file with the Town Clerk entitled "Subdivision Plan of Land in Wayland, Mass." dated August 25, 1960, plan revised November 19, 1962, by Everett M. Brooks & Company, C. E.;
5. Sears Road from Station 42+50 to the end as shown on a plan on file with the Town Clerk entitled "Subdivision Plan of Land in Wayland, Mass." dated February 18, 1960, by Everett M. Brooks & Company, C. E.;

or any of them, or portions thereof, as laid out by the Board of Selectmen, and to authorize the Board of Selectmen to acquire any necessary land or interests therein by deed, gift, or eminent domain without any appropriation of money for further construction of such roads under the Betterment Act; or take any action relative thereto.

This article is inserted in the Warrant by the Planning Board, looking to the acceptance by the Town as Public Town Ways, of a series of roads in various subdivisions. The work on all of the roads has been completed, bonds posted by the developers have been released, and the Planning Board has the necessary approval from all Boards having an interest in the completion of the roads. No expenditure of Town funds, other than nominal, is involved.

The Finance Committee recommends the approval of the article.

Article 24. To see if the Town will vote to accept as a Public Town Way and to construct a relocation of a portion of the road known as Oxbow Road beginning at the brook near the intersection of Old

Oxbow Road and Oxbow Road as shown on Plate 3 of the Town Atlas and extending Southerly and Southeasterly for a distance of about 500 feet, as laid out by the Board of Selectmen, and as shown on plans on file with the Town Clerk; to authorize the Board of Selectmen to acquire the necessary land, including easements for drainage and slope, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portion thereof, the construction of such way, and for other costs in connection therewith; or take any action relative thereto.

Under this article it is proposed that the right of way be acquired for the unbuilt portion of Oxbow Road between the end of the present pavement and the Robsham development, a distance of about 550 ft. There is now a narrow, gravel road across a culvert and brook, through lowland between two finished pieces of Oxbow Road. The article provides for the ultimate straightening of the road, which will in turn call for the installation of a large culvert and rebuilding of the road according to Town standards. It is now proposed that acquisition be made of about 11,400 sq. ft. of low, marsh land from George W. and Miriam E. Pinkham, about 6,400 sq. ft. of land from Robert and Shirley Downing, and 1,975 sq. ft. of land from Victor H. and Barbara A. Harman. There are no buildings on the Pinkham piece, and the Downing and Harman houses set well back from the road. The improvement of the road would enhance the values of the properties. The takings should be done before the U. S. Federal Wildlife buys the abutting property.

Providing the Town approves the relocation, it would be proposed that the actual rebuilding be done next year. The Town will secure appraisals of the land to be taken and will try to work out a settlement with the owners in advance of the Town Meeting.

The Finance Committee recommends the approval of the article.

Article 25. To see if the Town will vote to acquire by purchase, gift, eminent domain or otherwise, for highway purposes, land for the relocation of a portion of the road known as Glezen Lane as laid out by the Board of Selectmen, (from station 31+50 to station 38+0) as shown on a plan on file with the Town Clerk entitled, "Taking Plan of Part of Glezen Lane in Wayland, Mass.," dated January 5, 1965 by MacCarthy Engineering Services Inc., Natick, Mass., Nashoba Survey Co., Inc., Marlborough, Mass.; to authorize the Board of Selectmen to acquire easements for drainage and slope as shown on said plan, by purchase, gift, eminent domain, or otherwise, and to raise and appropriate a sum of money for the acquisition of such land or any portions thereof; without any appropriation of money for construction of said road under the Betterment Act; or take any action relative thereto.

This article seeks to relocate the bad reverse curve on Glezen Lane in front of the Meek property. It is a location at which there have been a number of accidents, and both the Police and Fire Departments as well as the School Department have been urging a correction of road alignment in the interest of traffic safety. The

Planning Board is attempting to work out a plan satisfactory to the two abutters on the north, Stone and Meek, and has discussed the matter with the attorney for the ownership on the south, the so-called Scholz property.

The job would also provide for and include a drainage easement north of the road, between the property of Stone and Meek. A final decision as to recommendation will depend upon the outcome of the present negotiations.

The Finance Committee will, therefore, have to defer its recommendation until the time of the Annual Meeting.

Article 26. To see if the Town will vote to authorize the Board of Selectmen to convey to R. Shedrick Meek and Sarah L. Meek the parcels of land shown as "Parcel A and Parcel B," totalling approximately 2400 square feet, as shown on a plan on file with the Town Clerk and entitled, "Taking Plan of Part of Glezen Lane in Wayland, Mass." dated January 5, 1965 by MacCarthy Engineering Services, Inc., Natick, Mass., Nashoba Survey Co., Inc., Marlborough, Mass.; or take any action relative thereto.

If the previous article is approved, it is here proposed that the Town convey to R. Shedrick Meek and Sarah L. Meek, the abutters, approximately 2400 sq. ft. of present right of way, in exchange for land which they will be conveying to the Town, in connection with the straightening.

The Finance Committee recommends the approval of the article.

Article 27. To see if the Town will vote to authorize and direct the Board of Selectmen to work with concerned Town Boards, Representatives in the General Court, the Selectmen of Sudbury and Weston, the Boston Regional Planning Project and the Metropolitan Area Planning Council, for the purpose of promoting construction of the Route 20 By-Pass by the Massachusetts Department of Public Works, and to report to the next Annual Town Meeting; or take any action relative thereto.

This article has been inserted in the Warrant at the request of the Chairman of the Sudbury Planning Board. It reaffirms and restates the action of both Towns in trying to promote the construction of the Route 20 By-Pass and a formal restatement, as indicated in the article, might be of some help in pushing forward the time table for accomplishing the job.

The Finance Committee recommends the approval of the article.

Article 28. To see whether the Town will vote to transfer from the jurisdiction of the Park Board to the jurisdiction of the Cemetery Commissioners for cemetery use; and authorize to be used for cemetery

purposes, a portion of the Cochituate Beach premises, as described on "Plan of Land in Wayland, Mass. Off Commonwealth Road Showing Proposed Transfer of Town Land from Park Department to Cemetery Department dated November 20, 1963, Everett M. Brooks Co., Civil Engineers," containing about 51,802 sq. ft.; or take any action relative thereto.

The Town has previously voted to authorize the Selectmen to petition the Legislature for authority to make this transfer. The matter is before the current session of the Legislature and there is every expectation that the permission sought will be granted. The Board of Health has had its sanitary engineer test the soil and has given its approval for the use of the land for cemetery purposes.

On the assumption that the Legislature will act favorably, this article suggests that the Town take the concurrent necessary action of approving of the transfer.

The Finance Committee recommends the approval of the article.

Article 29. To see if the Town will vote to authorize the Board of Selectmen to sell and convey to the Wayland Historical Society the parcel of Town land known as the old Town Hall site, bounded Northerly by the Boston and Maine Railroad, Westerly by Cochituate Road, and Southerly and Easterly by land formerly of William R. and Aline Davis Hulbert, as shown on "Plan of Land Owned by the Town of Wayland Compiled from Deeds, January 1965, Wayland Engineering Department"; or take any action relative thereto.

The old Town Hall site was leased to the Wayland Historical Society a number of years ago, following which the Society came into the ownership of the so-called Heard house, located on Old Sudbury Road. The Society raised something in excess of $10,000 and moved the building to the Town Hall site. It has, since then, spent a substantial amount of money in renovating the building and improving the site. Since, under state law, the Town is not permitted to enter into long-term leases, the Society would like to acquire the site to assure the protection of its investment.

The Society is a non-profit, charitable organization which has no interests other than those of the Town. Two courses of action are possible under this article. One would be to sell the land outright at a fair market price, and the second would be to convey the property, subject to a provision that, if the Society fails to use the property for the purposes for which the organization was established, the land and the building thereon, now owned by the Society, together, revert to the ownership of the Town. Under the second arrangement, it would be proposed that the land be conveyed to the Society for a nominal consideration, — say $100. In neither case would the property carry any real estate taxes, in view of the tax exempt status of the Society.

All things considered, the Finance Committee feels that it would be in the best interest of the Town to adopt the latter course.

The Finance Committee recommends the approval of the article and the sale of the property, subject to the restrictions outlined, for the sum of $100.

Article 30. To see if the Town will vote that the license of the Dudley Chateau Club Inc. to sell alcoholic beverages should not be renewed by the Board of Selectmen, or should be renewed only upon such terms and subject to such conditions as will assure (1) that the Dudley Chateau Club Inc. is operated as a non-profit organization in accordance with the requirements of law, (2) that there is no change of use, or increase in capacity in conformity with zoning regulations applicable to non-conforming use, and (3) that there is no greater activity at the club, and no greater interference with residential uses in the area, under the present management than there was under the former management; or take any action relative thereto.

This article, inserted by a group of residents chiefly from Bayfield Road, is self-explanatory. The Selectmen, alone, have the right to issue licenses for the sale of alcoholic beverages and any action of the Town in this connection would have no standing, except that it might be instructive to the Selectmen as to the sentiment of the Town; nevertheless, because of the number of signatures involved, the matter is properly before the Town Meeting for such action as it may care to take.

Article 31. To see if the Town will vote that the Board of Selectmen should investigate and determine whether the Dudley Chateau Club Inc. is operating in conformity with applicable liquor and other laws and revoke the club's license if it is not doing so; or take any action relative thereto.

This article, like the previous one, is inserted in the Warrant by a number of residents, principally from Bayfield Road. Whereas the previous article dealt with the matter of the granting of a license to sell alcoholic beverages, this deals with the matter of the Dudley Chateau Club license.

Again, the power to deal with this matter lies exclusively with the Selectmen; nevertheless, due to the number of signatures involved, the article has been inserted in the Warrant for the Town's consideration.

Article 32. To see whether the Town will vote to transfer jurisdiction over the parcel of land on Rice Road shown on Plate 45 of the Town Atlas as Town of Wayland — Auxiliary Reservoir —, and more particularly described on "Plan of Land in Wayland, Mass., Snake Brook Conservation Area, Compiled from Plans and Deeds, January 15, 1965 by Wayland Engineering Department," and all rights of way relating thereto, from the Water Commissioners to the Conservation Commission; or take any action relative thereto.

The old Town Reservoir, on Rice Road, is no longer being used as a part of the Town water system, although there remains a connection which could be used in an extreme emergency. The Water Board would like to divest itself of any responsibility for the Reservoir and its shores, and the Conservation Commission would like to assure the protection which will be afforded to the Town through its jurisdiction over the piece of Town property.

The Finance Committee finds no reason why the proposed transfer would not be in the best interest of the Town and, therefore, recommends the approval of the article.

Article 33. To see if the Town will vote to authorize the Conservation Commission to expend a sum of money from the Conservation Fund under Clause 51 of Section 5 of Chapter 40 of the Massachusetts General Laws for the purchase of a parcel of land having an area of about 1.29 acres now or formerly owned by Ronald S. Campbell on the easterly side of Mitchell Street and adjacent to land of the Town, formerly of Picard, as shown on "Compiled Plan of Land in Wayland, Mass. Owned by Ronald S. Campbell dated December 24, 1964" by Wayland Engineering Department; or take any action relative thereto.

This article is inserted in the Warrant by the Conservation Commission. Under it, it proposes the purchase of 1.29 acres of land in Cochituate on Mitchell Street, owned by Ronald S. Campbell. Most of the land is dry, but will be difficult to develop because it consists largely of a steep ravine, dropping away sharply from Mitchell Street. The extreme northern end is wet and it adjoins the Picard land, recently purchased by the Town for conservation purposes. Two lots are involved, one with a frontage of 81 feet and an area of .43 acres, and the second with a frontage of 212 ft. and an area of .86 acres. The Conservation Fund, towards which the Town has been appropriating money annually, has a present balance of $11,000. The Conservation Commission holds a signed option from Mr. Campbell at a purchase price of $2,500.

The Finance Committee recommends the approval of the article.

Article 34. To see if the Town will vote to amend the Zoning By-Laws by inserting after Section XB a new Section XC, as follows:
Wetland Conservancy Regulations
Section XC

(a) The purpose of this section is to promote the health, safety, convenience and welfare of the inhabitants of the Town, and specifically to preserve the ground water table upon which the Town depends for water supply, to control the flow from water sources and brooks and streams which are tributary to water courses within the Flood Plain District, to protect against pollution, to inform and counsel the inhabitants with respect to lands which are because of water conditions not suitable for building, leaching or other uses, to preserve open spaces, and

preserve and increase the amenities of the Town. In a Conservancy Area any use otherwise permitted by this By-Law shall be permitted except that (i) no building or structure shall be erected, constructed, placed, altered, enlarged or extended, and no dumping or excavating shall be done in a Conservancy Area; and (ii) no channeling, filling, damming, diverting or ditching of any brook, pond, swamp, or other permanent or seasonal water course shall be done in a Conservancy Area unless a permit therefor has been issued by the Conservation Commission after a hearing with due notice given. Said permit shall state the conditions under which such channeling, filling, damming, diverting and/or ditching may be done in a Conservancy Area.

(b) Any person desiring a permit to channel, fill, dam, divert and/or ditch any brook, pond, swamp or other permanent or seasonal water course in a Conservancy Area shall submit an application to the Town Clerk who shall transmit it forthwith to the Conservation Commission. The application shall be accompanied by plans of the proposed work and of the premises on which it is to be done.

(c) The Commission shall issue a permit under this section if it finds that the proposed channeling, filling, damming, diverting or ditching will improve, or will not materially derogate from, the existing condition of such brook, pond, or swamp. The Commission shall be deemed to have issued the permit applied for if it shall allow forty-five (45) days to elapse after receipt of an application without acting thereon.

(d) The provisions of this Section XC are applicable to Conservancy Areas in whatever District situated, and nothing herein contained shall limit the applicability of other provisions of the Zoning By-Laws.

(e) The area and frontage of any lot for the purpose of ascertaining the minimum required shall include such parts thereof as lie within a Conservancy Area.

(f) The provisions of Section IV of the Zoning By-Laws shall be applicable to existing buildings, structures and uses in a Conservancy Area; and nothing in this Section XC shall be deemed to prohibit the maintenance or repair of any dam or other water diversion system existing at the time of designation of the site thereof as a Conservancy Area, nor to prohibit the restoration or reconstruction of such dam or system to the extent reasonably necessary to maintain or restore a then existing pond, watercourse or waterfall;

or take any action relative thereto.

This article, submitted by the Conservation Commission, proposes the adoption by the Town of an amendment to the present Zoning By-Laws, which would provide for a new section dealing with wetland conservancy. The language of the By-Law speaks for itself.

The Planning Board will hold a public hearing on the proposal and will make a full report and its recommendations to the Town at the time of the Annual Meeting.

Article 35. To see if the Town will vote to amend the Zoning By-Laws and the Zoning Map by designating as Conservancy Areas the following lands:

(a) All land lying under the water, flow, or flood to normal seasonal high water, as determined by the Town Engineer, of (i) the water course known as Mill Brook, arising on land now or formerly of Sudbury Valley Trustees, Inc., shown on Plate 15 of the Wayland Town Atlas, and running southerly through and across lands now or formerly of Pollitt, Benjamin and Barrel, across Claypit Hill Road, through and across lands now or formerly of the Town of Wayland, Hulbert, Swiedler, Martin, Spalding and sundry others, across Plain Road (shown as Plate 19 of said Atlas), Mill Pond, Millbrook Road, and location of Boston and Maine Railroad (shown on Plate 24 of said Atlas), and southwesterly through Wayland Center at the junction of Routes 20 and 126, through and across land of sundry owners to the confluence of said Brook with the water course known as Pine Brook and thence to the Sudbury River (shown on Plates 23 and 28 of said Atlas), (ii) the water course known as Trout Brook, arising on land now or formerly of Paul B. Moore et al (shown on Plate 4 of said Atlas), and running southwesterly and westerly through and across Oxbow Road, lands now or formerly of Defina, The Ellen M. Gifford Sheltering Home Corp., Cartier, Simoni et al, Sudbury Valley Trustees, Inc., the Town of Wayland and Zearfoss, again across Oxbow Road and through meadow or marsh lying between Oxbow Road and the Sudbury River, (iii) the water course known as Snake Brook, arising from the southerly end of Snake Brook Reservoir and running southerly through and across lands now or formerly of Hanelin and Ferrante, Woodridge Road, lands now or formerly of Hill, Mullock, Batcheller (shown on Plate 45 of said Atlas), along and near the westerly edge of lands now or formerly of Wallace, Cook, Cormack and sundry others, along and near the easterly edge of the Loker Street School site and land now or formerly of Loker, across Thompson Street, land now or formerly of DiCarlo et al, Loker Street, Aqueduct Road, other land now or formerly of DiCarlo et al, (shown on Plate 48 of said Atlas), across Commonwealth Road, along and near the southeasterly edge of lands now or formerly of the Town of Wayland, New England Erecting Co., Inc., Hampson, Anzivino et al, and through and across lands of sundry others, to land of the Commonwealth of Massachusetts near the westerly end of Dean Road, (shown on Plate 52 of said Atlas), and thence running westerly, crossing Main Street, to Lake Cochituate, (shown on Plate 55 of said Atlas), and (iv) that portion of the water course, tributary to Snake Brook, which commences at Country Corners Road at lands now or formerly of Scott and

Freymann, (shown on Plate 44 of said Atlas) and runs southeasterly through and across lands now or formerly of Garry, Kelly and sundry others, across Hobbs Road and Alden Road to the confluence of said tributary with Snake Brook at or near land now or formerly of Roger Valdes and the Loker Street School site (shown on Plate 48 of said Atlas);

(b) The land and marsh known as Pod Meadow, shown on a plan entitled "Plan of Land in Wayland, Mass. Pod Meadow Conservancy District" dated January 15, 1965, by the Wayland Engineering Department, on file with the Town Clerk;

(c) The land and pond known as Snake Brook Reservoir, shown on a plan entitled "Plan of Land in Wayland, Mass. — Snake Brook Conservation Area," dated January 15, 1965 by the Wayland Engineering Department, on file with the Town Clerk;

or take any action relative thereto.

The previous article makes provision for the setting up of a Conservancy Area. This article proposes to designate three specific areas to be covered by the proposed By-Law.

The first area is a series of brook beds, including (i) Mill Brook from its source to the Sudbury River, (ii) Trout Brook from its source to the Sudbury River, (iii) Snake Brook from the outlet of the Snake Brook Reservoir to Lake Cochituate, (iv) Snake Brook tributary from its source near Country Corners Road to its junction with Snake Brook near the Loker School site. The second area covers low, meadow land now owned by the Metropolitan District Commission located south and east of the Stonebridge Road crossing of the Sudbury River, and the third area is that of the Snake Brook Reservoir, jurisdiction over which the Town will have been asked in a previous article to have transferred from the Water Department to the Conservation Commission.

It is to be assumed that other areas will be recommended to be included as Conservancy Areas in the future. The Finance Committee feels that if the proposed Zoning By-Law is approved, then the designations here suggested are entirely reasonable.

The Finance Committee recommends the approval of the article.

Article 36. To see if the Town will vote to establish an Historic District in accordance with Chapter 40C of the Massachusetts General Laws, as shown on a plan entitled "Plan of Proposed Historic District" by Wayland Engineering Department, dated January 19, 1965, and bounded and described as follows:

Beginning at a point at the intersection of the easterly sideline of Cochituate Road and the center line of the railroad tracks of the B & M R. R., thence

WESTERLY along the center line of said tracks 330′±, thence

SOUTHEASTERLY along land of said B & M R. R., land of Boston

Edison Co. and land of Ernest and Sarah E. Lovell 315′±, thence

NORTHEASTERLY along land of Ethel Stearns and Alfred S. Sharp 135′± to land of Joseph DiBiase, thence

SOUTHERLY along said Sharp land 70′± to land to Alton F. Jr. and Josephine C. Marshall, thence

NORTHEASTERLY along Marshall land 25′± to land of Gilman A. Brown, thence

SOUTHERLY along said Marshall land 30′±, thence

NORTHEASTERLY along land of Irving and Rachael A. Sametz 75′±, to the westerly sideline of Cochituate Road, thence

SOUTHERLY 105′± along the westerly sideline of said road and land of said Sametz to the southerly sideline of Pelham Island Road and land of Marion E. Robbins and Sophia W. Sears, thence

SOUTHWESTERLY 225′± along the southerly sideline of Pelham Island Road to the intersection of the southerly sideline of Pelham Island Road and the northerly sideline of the Boston Post Road, thence

SOUTHEASTERLY across the Boston Post Road 100′± to a point on the southerly sideline of said road, on the property line between land owned by Einar P. and Joyce L. Robsham and the Town of Wayland, thence

SOUTHERLY 125′± along said Robsham land to the brook, thence

EASTERLY 250′± along the brook to the westerly sideline of Cochituate Road, thence

SOUTHEASTERLY 160′± across Cochituate Road, to a point in the easterly sideline of said road, thence

SOUTHERLY 230′± along the easterly sideline of said road, thence

NORTHEASTERLY 320′± along land of the First Parish in Wayland, and land of Whitman N. and Marion B. Hall to land of Charlotte S. Worthing, thence

NORTHERLY 320′± along said Worthington land and across the Boston Post Road to a point on the northerly sideline of said road, thence

EASTERLY 750′± along the northerly sideline of said road, thence

NORTHERLY 20′±, NORTHEASTERLY 45′± and NORTHERLY 315′± by land of Jiacome and Colomba DiPucchio to the Boston and Maine southerly R. O. W. line, thence

WESTERLY along said B & M land 550′± to the southerly sideline of Millbrook Road, thence

WESTERLY along the southerly sideline of Millbrook Road to land of William J. and Margaret L. Lynch, thence

SOUTHEASTERLY 175′± by land of said Lynch, thence

SOUTHWESTERLY 125′± by said Lynch, thence

NORTHWESTERLY 185′± by said Lynch to the southerly sideline of Millbrook Road, thence

WESTERLY by said southerly sideline 200′±, thence

NORTHERLY 120′± by Thomas F. and Rose A. Linnehan, thence

NORTHEASTERLY 65′± along said Linnehan land, thence

NORTHERLY 110′± by said Linnehan to the Boston and Maine R. O. W., thence

WESTERLY 180′± along said R. O. W., thence

NORTHERLY 20′±, thence

WESTERLY 170′±, thence NORTHERLY 17′± thence WESTERLY 35′± to the easterly sideline of Cochituate Road said last three courses being by land of the B & M, thence

NORTHERLY 25′± along the easterly sideline of Cochituate Road to the center line of the B & M tracks, being the point of beginning;

or take any action relative thereto.

The Town voted to establish an Historic District Study Committee at the 1963 Annual Town Meeting. This Committee has reviewed those parts of the Town in which Historic Districts might properly be established and has recommended an area in Wayland Center, running on both sides of Cochituate Road from the railroad tracks southerly just beyond the Boston Post Road, including approximately a dozen parcels of land, of which four are owned by the Town. The purpose of such a District is to preserve the historic character of this part of Wayland and appears to the Finance Committee to be in the long-range interests of the Town. No expenditure of money is called for or anticipated in the future.

The Historic District Study Committee will have held its final hearings prior to this Town Meeting and its report and recommendations submitted in accordance with Chapter 40C.

The Finance Committee recommends the approval of the article.

Article 37. To see if the Town will vote to amend the Zoning By-Laws by adding under Section V, Sub-section (g1) as follows:

(g1). "Funeral Homes, in one or more or all or any part of the single residence districts in the Town, provided a special permit is granted by the Board of Appeals in accordance with procedure provided in Sub-section (r) and only under such conditions as the Board of Appeals may impose, and provided that no building be within thirty (30) feet of any lot line.";

or take any action relative thereto.

This article, submitted by petition, seeks to amend the Zoning By-Laws so as to permit the use of any building, or premises, within single residence districts, for a funeral home. It is Town-wide and applies to all single residence districts. It provides that such use would be through the granting of a special permit by the Board of Appeals.

The Planning Board will have held a public hearing on the matter and will make its recommendation at the Annual Town Meeting.

Article 38. To see if the Town will vote to amend the Zoning By-Laws by adding under Section V, Sub-section (g1) as follows:

(g1). "Funeral homes, but only in the area bounded on the east by the center line of Main Street, on the south by the center line of Commonwealth Road, on the north by the center line of Shawmut Avenue and Shawmut Avenue Extension, and on the west by the easterly boundary of land owned by the Town, provided a special permit is granted by the Board of Appeals in accordance with procedure provided in Sub-section (r) and only under such conditions as the Board of Appeals may impose, and provided that no building be within thirty (30) feet of any lot line.";

or take any other action relative thereto.

This article is similar to the previous article in that it seeks to amend the Zoning By-Laws to permit the use of a building, or premises, within the single resident districts, for a funeral home, but it limits the location in which such approval may be granted to an area in Cochituate, bounded by Main Street on the east, Commonwealth Road on the south, Town-owned land on the west, and Shawmut Avenue and Shawmut Avenue Extension on the north. It likewise provides that such use shall be by special permit from the Board of Appeals.

The Planning Board will have held a public hearing on the matter and will make its recommendation at the Annual Town Meeting.

Article 39. To see if the Town will vote to amend the Zoning By-Law by striking out Section V(b) and inserting a new Section V(b) as follows:

"The office of a doctor, dentist, or other member of a recognized profession, a teacher, or musician or real estate or insurance agent residing on the premises, provided there is no display of advertising except for a small professional name plate, and provided further that a special permit is obtained from the Board of Appeals, in accordance with the provisions of Section V(r)."

or take any other action relative thereto.

This article is inserted in the Warrant by the Town Counsel, with a view to clarifying the basis on which these uses may be permitted within a single residence district. The proposed change is covered in the last portion of the sentence, which provides that for the uses involved a special permit shall be obtained from the Board of Appeals.

The Planning Board will have held a public hearing on the matter and will make its recommendation at the Annual Town Meeting.

Article 40. To see if the Town will vote to amend the Zoning By-Law by striking out paragraph (3-c) of Section VI and inserting a new Section XII — Signs and Exterior Lighting — as follows:

Signs and Exterior Lighting

Section XII

Only those signs and exterior lighting as pertain to buildings, structures, or uses permitted in this By-Law, and on the same premises, are permitted. Yard requirements as otherwise specified in this By-Law shall apply to signs and exterior lighting fixtures and structures. Signs in districts other than residence districts may not exceed forty square feet in area, and fifteen feet in height, including supporting structures and light sources. Signs attached to buildings may not rise above the front roof line of the building to which attached. Signs must be fixed in position so as not to rotate or oscillate.

Exterior lighting and lighting of signs shall be continuous illumination, not flashing, blinking, or varying in color. Exterior lighting fixtures shall be designed and placed so that the light source shall be completely shielded or diffused so as not to produce glare at any point along the exterior lines of ways adjacent to such premises or at premises in a residential district. Illumination of athletic fields, golf courses and tennis courts is permitted when a special permit is issued by the Board of Appeals under the provisions of Section V(r).

or take any action relative thereto.

This article, inserted in the Warrant by the Planning Board, seeks to amplify and up-date the present section of the Zoning By-Laws dealing with signs and exterior lighting. It covers a number of matters not adequately dealt with in the original By-Law.

The Planning Board will have held a meeting on the matter prior to the Annual Meeting and will make its recommendation to the Town at the meeting.

Article 41. To see if the Town will vote to amend the Zoning By-Laws by adding the following sentence to paragraph (a) of Section XA:

"Signs and exterior lighting must be included in all site plans."

or take any action relative thereto.

This article, inserted by the Planning Board, seeks to amend the existing Town By-Laws covering the requirements to be submitted, in connection with site plan approval.

It would provide that proposed signs and exterior lighting be added to the schedule of items to be shown on the plan.

The Planning Board will have held a public hearing on the matter and will make its recommendation at the Annual Town Meeting.

Article 42. To see if the Town will vote to accept the provisions of the General Laws (Tercentenary Edition), Chapter 40 Section 22D, as amended; or take any action relative thereto.

This is a section of the General Laws which authorizes Towns to remove parked vehicles, from streets under its control, that in any way impede the removal, or plowing, of snow or ice.

The Finance Committee recommends the approval of the article.

Article 43. To see if the Town will vote to authorize the transfer from Available Funds "Excess and Deficiency Account" to a "Stabilization Fund," a sum of money; or take any action relative thereto.

The Finance Committee will make its recommendation with respect to this article at the time of the Annual Meeting.

Article 44. To see what sum, if any, the Town will vote to transfer from available funds to meet any of the appropriations made under the foregoing articles.

The Finance Committee will make its recommendation with respect to this article at the time of the Annual Meeting.

And you are required to serve this Warrant by posting copies thereof, attested by you, at the Town Office Building, at the Cochituate Town Building, and at each Post Office in the Town, seven days, at least, before the time of holding said election.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk on or before March 1, 1965.

Given under our hands and seal this 30th day of January, in the year of our Lord one thousand nine hundred and sixty-five.

GEORGE K. LEWIS,
FRANK S. TARR,
THOMAS F. LINNEHAN,
Selectmen of the Town of Wayland

ROGER E. ELA,
FRANCIS A. FISHER,
WILLIAM A. LOKER,
ROBERT M. MORGAN,
HENRY J. MULLER,
HERBERT ODELL, JR.
JAMES D. WELLS,
Finance Committee

REPORT OF THE FINANCE COMMITTEE

The Budget for the year 1965, as prepared and recommended to the Town by the Finance Committee at the time of going to press, comes to $3,512,000 — $234,000 more than last year, and the Articles, having a bearing on the tax rate, total $29,400, off $9810 from a year ago. The School Budget for 1965 stands at $2,068,000, as against $1,916,000 last year. Of the total proposed increase of $234,000, the schools, therefore, account for $152,000 and the rest of the Town departments $82,000. The following table shows (1) the recommended Total Budget (including schools), (2) the School Budget, (3) the total amount recommended in Articles, and in each case the increase or decrease over each year:

	TOTAL BUDGET (including Schools)	
		Increase
1965	$3,512,000	$234,000
1964	3,278,000	228,000
1963	3,050,000	175,000
1962	2,875,000	290,000
1961	2,585,000	350,000
1960	2,235,000	360,000
	SCHOOL BUDGET	
1965	2,068,000	152,000
1964	1,916,000	196,000
1963	1,720,000	149,000
1962	1,571,000	196,000
1961	1,375,000	238,000
1960	1,141,000	216,000
	ARTICLES	
1965	29,400	9,810 decrease
1964	39,210	13,730 decrease
1963	52,940	24,700
1962	28,250	6,800 decrease
1961	35,050	78,000 decrease
1960	113,000	85,000

The figures included in the tables deal only with the amounts recommended at the time of the Annual Meeting and make no adjustments for amendments made at the meeting, appropriations made at Special Town Meetings, borrowings or transfers from special funds.

This year the preliminary budget totals came to about $3,570,000 and as such the total increase over last year was almost $300,000. The Finance Committee felt that the Town could not stand a tax increase of the proportions which would be involved in a budget increase of these dimensions. It, therefore, carefully reviewed all preliminary departmental figures and cut approximately $60,000 from the figures which had been tentatively set up. This cut, together with some increase in other income, principally excise tax receipts, should produce figures which, hopefully, will not involve an increase in the tax rate of more

than $2.00. Any such forecast, of course, is predicated upon the Town Meeting's holding the line on expenditures.

The Personnel Board has done a conscientious, competent, careful re-evaluation of the wage and salary levels paid by the Town and although their report, as embodied in Article 3, calls for larger payroll expenditures than in the past year, the Finance Committee is in agreement with their recommendations.

The Finance Committee makes the following recommendations in connection with the appropriations provided for directly or indirectly in the budget. Many of the recommendations are routine, but they are deemed necessary by the Committee for the proper management of the Town and the handling of the Town's finances:

All employees in the Town Office Building, other than elected officials and those of the Police and Fire Departments, come under the supervision of the Executive Secretary and that he be charged with the operation of both Town Office Buildings and their equipment;

The operation of the dumps be under the supervision of the Highway Department;

The money from Dog Taxes be allocated in its entirety to the Library;

The Senior Public Health Nurse, Public Health Nurses No. II, and Nursing Assistants be under the supervision of the Board of Health;

The appropriation under Highway Department for "Heavy Equipment — Special Account" and Fire Department for "Purchase — Major Equipment," be maintained as funds against future purchases and not be expended without further direct vote of the Town;

The Town Collector continue to act as Collector for the Water Department, that he be directed to charge fees for demands on overdue water bills and that the sums so collected be credited by the Collector to the Water Department, and that all fees and penalties be turned over to the Town as Town Income;

The appropriation for "Hydrant Rental" of $10,000 for the Water Department granted in the budget, be transferred to "Water Available Surplus";

In addition to the sum of $1,500 included in the budget to meet the Town's share of "Chapter 90 — Maintenance" and $6,700 to meet the Town's share of "Chapter 90 — New Construction," the sum of $3,000 for "Chapter 90 — Maintenance" and $20,100 for "Chapter 90 — New Construction" be transferred from "Unappropriated Available Funds" in the Treasury to meet the County's and State's share of the cost of the work, the reimbursement from the County and State to be restored upon their receipt to "Unappropriated Available Funds" in the Treasury;

The office of Town Clerk be retained on a salary basis and that all fees from whatever source derived be turned over to the Town as Town Income;

All fees, wages or payments made to the Tree Warden, from whatever source, be turned over to the Town as Town Income.

The Finance Committee wishes to report to the Town on the expenditures which it has approved from the Reserve Account during the year 1964. These were distributed among 23 accounts, with those amounting to $1,000 or more being as follows: (1) Selectmen's Expense — Civilian Defense — $1,152.93, (2) Town Engineer's Equipment — $1,484.98, (3) Other Police, Salaries — $1,000, (4) Highway Garage — Addition and Plans — $2,826.52, (5) Lot 12, Alden Road — $1,925.81, (6) Lake Shore Drive — Land for Highway — $2,500, (7) Veterans' Benefits — $1,159.19, (8) Insurance — 32-B — $2,181.20, (9) Highway, Snow Removal — $1,789.83. The total transfers amounted to $19,942.47.

To meet the appropriations under Welfare Department, $4,000 for Clerk, $1,500 for Administration Expense and $1,600 for New Car, it is recommended that there be transferred $5,600 from "Federal Grants Aid — Aid to Dependent Children — Administration" and $1,500 from "Federal Grants Aid — Medical Assistance to Aged — Administration."

No report of your Committee would be complete without a word of thanks for the Boards and Superintendents of the various departments, who, without exception, have been highly co-operative with the Finance Committee in furnishing figures and data on their operations, their '64 expenditures and their requests for '65.

The Committee wishes to acknowledge a special debt of gratitude to the Executive Secretary for his regular attendance at meetings and, most particularly, for the work which he has put into his job beyond the normal call of duty, which, in turn, has simplified and speeded up the work of the Finance Committee.

Respectfully submitted,

ROGER E. ELA
FRANCIS A. FISHER
WILLIAM A. LOKER
ROBERT M. MORGAN
HENRY J. MULLER
HERBERT ODELL, JR.
JAMES D. WELLS,
Finance Committee.

FINANCE COMMITTEE BUDGET FOR 1965

	1964 Appropriated	*1964 Expended*	*1965 Recommended*	*Item No.*
GENERAL GOVERNMENT				
SELECTMEN				
Salaries:				
Chairman	$175.00	$175.00	$175.00	1
Clerk	175.00	175.00	175.00	2
3rd Member	175.00	175.00	175.00	3
Expense	500.00			
From "Reserve"	1,152.93	1,652.93	750.00	4
Property Removal	1,500.00	193.50	1,500.00	7
TOWN OFFICES				
Salaries	57,546.82	62,499.03	61,300.00	8
From "Water Available Surplus"	8,426.00		Art. 8	
Expense	8,000.00			
From "Reserve"	226.24	8,208.75	10,050.00	9
Equipment	675.00	673.08	400.00	10
Grafotype			3,000.00	11
Electricity	3,000.00	2,853.75	3,000.00	12
Telephone	5,000.00	4,844.65	5,000.00	13
Departmental Gasoline	4,200.00			
From "Reserve"	295.14	4,459.14	4,400.00	14
TOWN BUILDING — WAYLAND				
Maintenance	9,850.00			
From "Reserve"	487.70			
From "Special Meeting"	1,000.00	11,337.70	10,400.00	15
Lockers	320.00	269.60		
Communications Antenna Pole	1,650.00	1,623.50		
TOWN BUILDING — COCHITUATE				
Maintenance	4,775.00	4,774.12	5,040.00	17

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Sprinkler System	2,000.00			
From "Special Meeting"	600.00	2,496.63		
TREASURER				
Salary	6,500.00	6,500.00	6,800.00	19
Expense	200.00	188.14	200.00	20
Tax Title Expense	1,000.00		1,000.00	21
COLLECTOR				
Salary	7,000.00	7,000.00	7,300.00	22
Expense	200.00	135.50	200.00	23
ASSESSORS				
Salaries:				
Chairman	1,200.00	1,200.00	1,200.00	24
2nd Man	1,000.00	1,000.00	1,000.00	25
3rd Man	900.00	900.00	900.00	26
Expense	1,000.00	534.69	700.00	27
Assessor Maps				
Atlas & Maps — Engineering	4,000.00	4,000.00	4,000.00	28
Printing Atlas	600.00	600.00	600.00	29
Zoning Imprint	1,500.00	1,500.00		
Professional Service	1,000.00		750.00	30
Valuation List — Books	1,200.00	998.70		
FINANCE COMMITTEE				
Expense	50.00	50.00	50.00	31
SALARY AND WAGE CO-ORDINATING COMMITTEE				
Reclassification and Adjustment Fund	1,000.00		1,000.00	32
Expense	50.00	35.00	50.00	33

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Wage and Salary Consultant	2,800.00	1,775.00	600.00	34
Wage and Salary Handbook — Printing			300.00	35
Town Counsel				
Retainer	2,500.00	2,500.00	2,500.00	36
Expense			2,500.00	37
Disbursement and Claims	12,000.00	7,447.60	9,500.00	38
Engineering and Plans	500.00	48.08		
Registrars				
Salaries				
Registration	200.00	200.00	200.00	39
Listing	1,000.00	768.79	1,200.00	40
Clerical — Census			300.00	41
Transportation	150.00	51.40	150.00	42
Town Clerk				
Salary	2,700.00	2,700.00	2,850.00	43
Expense	600.00	487.84	600.00	44
Elections				
Officers: Salaries	3,038.50			
From "Special Meeting"	725.00	3,741.50	1,300.00	45
Expense	600.00			
From "Special Meeting"	100.00	699.39	350.00	46
New Ballot Boxes	350.00	350.00		
Planning Board				
Clerical Expense	400.00	400.00	400.00	47
Expense	500.00			
From "Reserve"	24.84	524.84	500.00	48

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Town Engineer's Equipment				
From "Reserve"	1,484.98	1,484.98		
Engineering — Existing Town Roads	3,000.00			
From "1963"	151.49			
From "Special Meeting"	2,600.00	5,742.60	1,000.00	49
Street Numbering System	100.00	10.00	100.00	50
Professional Services	1,000.00	1,000.00	1,000.00	51
Master Map — Maintenance	1,000.00	917.60	1,000.00	52
Drainage Maps	300.00			
Town Street Maps	100.00	50.00	100.00	53
Soil Survey	1,400.00			
Town Surveyor				
Salary			7,747.40	54
Expense			2,836.00	55
Copies of Registered Plans			1,026.00	56
Equipment — Miscellaneous			250.00	57
Conservation Commission				
Expense	500.00	228.40	500.00	58
Conservation Fund (G. L. Chap. 40, Sect. 5, Clause 51)	12,000.00			
From "1963"	12,000.00	13,000.00	5,000.00	59

PROTECTION

Police Department				
Salaries:				
Chief	8,222.00	8,222.00	8,552.90	1
Sergeants (2)	12,437.92	12,437.92	12,973.72	2
Patrolmen (11 in '64)	66,930.82	64,347.95		
(13 in '65)			75,730.56	3

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Policewomen (3 in '64)	3,567.90			
(5 in '65)				
From "Reserve"	350.00	3,917.90	6,000.00	4
Other Police	5,500.00			
From "Reserve"	1,000.00	6,499.22	6,000.00	5
Expense	3,500.00	2,206.49	2,500.00	6
Expense — Police School			1,200.00	7
Expense — Uniform	1,740.00	1,528.96	2,170.00	8
Police Cars — Replacement (2)	3,500.00	3,253.14	3,500.00	9
Police Car — Additional (1) — including radio and siren			3,550.00	10
Police Cars — Operating Expense	2,200.00	1,328.19	3,000.00	11
Signs and Traffic Lines	4,500.00	1,773.33	3,000.00	12
Special Services	575.00	575.00	800.00	13
Fire Department				
Salaries:				
Chief	8,222.00	8,222.00	8,552.90	14
Captains (2)	13,196.00	13,196.00	14,038.14	14a
Regular Men (11 in '64)	58,198.16	57,640.14		
(13 in '65)			76,295.00	15
Call Men — Hourly	9,135.00			
From "Reserve"	490.34	9,625.34	9,700.00	16
Call Men — Nights	7,720.00	7,720.00	2,000.00	17
Call Men — Annual			1,500.00	18
Expense	2,500.00			
From "Reserve"	285.02	2,785.02	2,500.00	19
New Equipment				
Hose	1,300.00	1,292.62	1,300.00	20
Miscellaneous	1,795.00	1,788.47	1,900.00	21
New Pump — F. F. Truck			1,500.00	22
Maintenance and Utility Truck	2,800.00	2,795.00		
Alarm System				
Maintenance	750.00	748.79	1,000.00	24

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Extensions	1,000.00	967.01	1,000.00	25
Interstation Cable	2,000.00			
From "1963"	3,000.00		500.00	26
Uniform Expense	1,500.00			
From "Reserve"	168.66	1,668.66	1,500.00	27
Purchase — Major Equipment	6,500.00			
From "1963"	82.21		7,000.00	28
Out of State Travel	300.00	297.00	300.00	29
Building and Wire Inspection				
Salaries:				
Inspector	6,699.00	6,699.00	6,810.63	30
Substitutes	400.00	400.00	400.00	31
Expense	740.00	735.50	800.00	32
Out of State Travel	60.00	60.00	60.00	33
Plumbing and Gas Inspection				
Salary	4,000.00	4,000.00	5,000.00	34
Expense	800.00	605.15	800.00	35
Zoning Board of Appeals				
Expense	200.00	54.50	200.00	36
Sealer of Weights and Measures				
Salary	250.00	250.00	250.00	37
Expense	50.00		50.00	38
Board of Health				
Salaries:				
Chairman	50.00	50.00	50.00	1
Clerk	50.00	50.00	50.00	2
3rd Member	50.00	50.00	50.00	3
Agent	2,432.95	2,139.93	2,805.00	4
Clerical — Part time	1,500.00	1,417.89	1,820.00	5
Sanitary Engineer	3,840.00	3,840.00	3,840.00	6

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Health Appropriation	4,500.00	3,609.13	4,500.00	7
Medical Inspection of Schools	2,800.00	2,370.16	2,800.00	8
Dog Clinic	150.00	88.50	100.00	9
Collection of Garbage	25,860.00	25,860.00	25,860.00	10
Inspection of Animals				
Salary	150.00	150.00	150.00	11
Expense	50.00	50.00	50.00	12
Public Health Nurses				
Salaries:				
Senior Public Health (1)	6,266.59	6,266.59	6,420.28	13
Public Health No. 2 (3)	16,908.18	16,908.18	17,545.24	14
Nursing Assistants	5,587.00	4,913.20	5,600.00	15
Transportation — Agent and Nurses	1,350.00	1,178.47	1,350.00	16
School Dental Clinic	3,230.00	2,840.75	3,230.00	17
Mental Health Clinic	2,208.50	2,208.50	2,267.30	18
Mosquito Control	7,000.00	7,000.00	7,000.00	19

HIGHWAY

Highway Department

Salaries:				
Superintendent	8,526.00	8,111.00	8,663.75	1
Assistant Superintendent	7,613.00	7,010.80	7,737.25	2
Heavy Equipment Operator Foreman	5,765.76	5,754.76	5,969.60	3
Mechanic (9 mos.)			4,240.00	4
Clerk	150.00	150.00		
Maintenance	60,000.00	59,941.40	65,000.00	5
Engineering — Miscellaneous	2,500.00	2,422.58	2,500.00	6
Roadside Clean-up	2,000.00	1,344.84	2,000.00	7
Reconstruction — Existing Town Roads				
Moore Road From "1963"	1,184.15	50.63		

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Pelham Island Road				
From "1963"	14,895.00			
School Street				
From "1963"	2,850.67	1,562.58		
Loker Street — Chap. 718				
From "1963"	4,883.94	4,871.77		
Stonebridge Road	3,000.00	1,325.36	3,000.00	8
Dudley Road — Resurfacing				
From "1963"	4,500.00	2,555.95		
Sudbury Road — 4 Arch Bridge				
From "1963"	650.00			
From "Reserve"	639.95	1,289.95		
Garage				
Repairs and Maintenance	3,000.00	2,962.37	5,200.00	9
Addition and Plans				
From "1963"	37,500.00			
From "Reserve"	2,826.52			
From "Special Meeting"	11,816.01	37,524.05		
Snow Removal	30,000.00			
From "Reserve"	1,789.83	31,789.83	30,000.00	12
Care of Dump	5,600.00	5,411.53	5,600.00	13
Drainage				
Miscellaneous	500.00	488.77	750.00	14
Loker Street off School Street				
From "1963"	3,850.36	323.00		
Pinebrook Road	687.31	684.81		
Plain Road	250.00	161.35		
Concord Road at Glezen	250.00	193.64		
King Street	2,900.00	1.10		
Road Machinery Account	4,000.00		4,000.00	15
Toll Road Drainage	8,000.00			
From "1963"				
New Equipment				
Sup't Vehicle	2,000.00	2,000.00		
Snow Blower	6,000.00	5,951.00		

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Miscellaneous	500.00	337.25	500.00	16
Dump truck — 6 cu. yd.			9,000.00	17
Dump truck — 1¼ cu. yd.			3,500.00	18
Sign Maker			700.00	21
Heavy Equipment				
Street Sweeper				
From "Heavy Equip't Special a/c"	13,000.00	10,780.00		
Heavy Equipment				
Special Account				
From "1963"	6,236.64			
Appropriation	13,000.00	13,000.00	13,000.00	22
From "Sweeper"	2,220.00			
Chapter 90				
Maintenance	1,500.00			
From "State & County"	3,000.00	4,499.96	1,500.00	23
Maintenance				
Town Additional	5,000.00	4,997.35	5,000.00	24
Construction "1963"				
From "1963"	3,599.12	3,594.20		
Construction "1964"	6,700.00			
From "State & County"	20,100.00	12,915.94	Art. 10	
Station Parking Lots	300.00	60.00	300.00	25
Betterments				
Maguire Road				
From "1963"	2,308.40	414.61		
Charles Street				
From "1963"	1,244.13	217.50		
Grace Road				
From "1963"	2,212.90	264.66		
Gage Road				
From "1963"	1,035.93	184.50		
Pleasant Street Ext.				
From "1963"	301.13	126.00		
Bent Ave., Cottage, etc.				
From "1963"	15,000.00	10,831.69	15,000.00	26
From "Art. 19 — 1963"	1,000.00	675.97		
Rolling Lane				
From "1963"	1,574.50	1,183.45		

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Trinity Place				
From "1963"	7,000.00	5,379.32		
Sunset Road				
From "1963"	1,108.86	476.57		
White Road	8,300.00	8,293.25		
Lee Road			1,300.00	27
Relocate — Cochituate Road				
From "State Bond Issue"	23,777.24			
From "1963"	605.50			
Relocate — Stonebridge Road				
From "1963"	1,000.00	45.00		
Land Taking				
Stonebridge Road				
From "1963"	50.00			
Loker Street				
From "1963"	1,050.00			
Street Acceptances				
Various Roads	70.00			
Drainage Easements				
Concord Road — Polito				
From "1963"	50.00			
Pinebrook Road — Woollard				
From "1963"	50.00			
Old Conn. Path				
From "1963"	50.00			
Old Conn. Path — M. D. C.				
From "1963"	50.00			
Old Conn. Path — Y. M. C. A.				
From "1963"	50.00			
Sidewalk Construction	5,000.00			
From "1963"	5,644.06	10,244.16	5,000.00	28
Street Lighting	16,000.00	15,374.48	16,000.00	29
Out of State Travel				
From "Reserve"	196.56	196.56	350.00	30

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
WELFARE				
WELFARE BOARD				
Salaries:				
Chairman	100.00	100.00	100.00	1
2nd Member	100.00	100.00	100.00	2
3rd Member	100.00	100.00	100.00	3
Agent	7,000.00	7,000.00	7,920.00	4
Clerk	3,680.00	3,581.34	4,000.00	5
Administration Expense			1,500.00	6
New Car			1,600.00	7
GENERAL RELIEF				
Appropriation	7,000.00	2,186.66	5,000.00	8
AID TO DEPENDENT CHILDREN				
Appropriation	10,000.00	9,998.05	10,000.00	9
Federal Grants				
Bal. 1/1/64	14,951.55			
Income in 1964	8,505.00	6,451.41		
Federal Grants — Adm.				
Bal. 1/1/64	4,467.36			
Income in 1964	2,302.35			
DISABILITY ASSISTANCE				
Appropriation	8,000.00			
From "Special Meeting"	3,500.00	11,500.00	15,000.00	10
Federal Grants				
Bal. 1/1/64	1,495.50			
Income in 1964	5,211.78	6,620.89		
Federal Grants — Adm.				
Bal. 1/1/64	913.05			
Income in 1964	424.74			
OLD AGE ASSISTANCE				
Appropriation	5,000.00	4,999.56	5,000.00	11

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Federal Grants				
Bal. 1/1/64	23,899.76			
Income in 1964	21,137.29	22,712.56		
Federal Grants — Adm.				
Bal. 1/1/64	3,072.49			
Income in 1964	1,180.65	1,428.84		
MEDICAL ASSISTANCE FOR AGED				
Appropriation	20,000.00	19,999.62	20,000.00	12
Federal Grants				
Bal. 1/1/64	18,720.04			
Income in 1964	16,833.71	16,125.13		
Federal Grants — Adm.				
Bal. 1/1/64	3,628.32			
Income in 1964	1,688.70			
VETERANS BENEFITS				
Appropriation	12,000.00			
From "Reserve"	1,159.19	13,159.19	15,000.00	13
Agent				
Salary	500.00	500.00	500.00	14
Expense	350.00			
From "Reserve"	134.54	484.54	350.00	15

SCHOOLS

ADMINISTRATION			(See New Format for 1965 on succeeding pages)
Salaries	48,830.00	48,800.60	
Operating Expenses	8,700.00	8,699.10	
INSTRUCTION			
Salaries	1,396,135.00	1,366,277.81	
Text books	23,011.00	21,411.32	
Libraries and Audio Visual	22,859.00	22,287.20	
Teaching Supplies	39,881.00	38,778.72	
Other Expenses	21,267.00	21,263.54	
ATTENDANCE	600.00	600.00	

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
PUPIL TRANSPORTATION	79,724.00	74,873.80	*(See New Format for 1965 on succeeding pages)*	
OPERATION OF PLANT				
Salaries	97,441.00	96,815.72		
Heat for Buildings	22,300.00	21,573.68		
Utilities (except heat)	43,650.00	43,274.75		
Supplies	11,700.00	11,590.39		
MAINTENANCE OF PLANT AND NEW EQUIPMENT	59,514.00	56,504.09		
ATHLETICS	11,000.00	10,214.53		
COMMUNITY SERVICE				
Recreation and Civic	14,770.00	14,742.83		
Adult Education	500.00	241.81		
TUITION (other schools)	11,800.00	11,793.14		
SPECIAL CLASS	1,200.00	1,040.01		
OUT OF STATE TRAVEL	2,000.00	1,886.13		

	(Sub-Totals are for comparative purposes only)	*(Sub-Totals are for comparative purposes only)*	
ADMINISTRATION			
School Committee Expense		850.00	1
Superintendent's Office Salaries, Expense		58,445.00	2
	(55,530.00)	(59,295.00)	
INSTRUCTION			
Supervision		33,000.00	3
Principals		141,440.00	4
Teachers		1,322,885.00	5
Textbook Program		22,097.00	6
Library Services		43,526.00	7
Audio Visual Program		15,590.00	8
Guidance Services		62,053.00	9
Educational Television		853.00	10
	(1,503,753.00)	(1,641,444.00)	
OTHER SCHOOL SERVICES			
Attendance		600.00	11

	(Sub-Totals are for comparative purposes only)	(Sub-Totals are for comparative purposes only)	
Pupil Transportation		78,770.00	12
Athletics		12,394.00	13
	(91,924.00)	(91,764.00)	
OPERATION AND MAINTENANCE			
Custodial Services		120,745.00	14
Heating Building		22,800.00	15
Utility Services		46,830.00	16
Maintenance of Plant		48,090.00	17
	(222,881.00)	(238,465.00)	
COMMUNITY SERVICES			
Community Use — Buildings		11,720.00	18
Adult Education		500.00	19
	(15,270.00)	(12,220.00)	
ACQUISITION OF FIXED ASSETS			
Acquisition of New Equipment		10,167.00	20
	(13,724.00)	(10,167.00)	
OUT OF STATE TRAVEL		2,500.00	21
	(2,000.00)	(2,500.00)	
PROGRAM (OTHER DISTRICTS)		12,400.00	22
	(11,800.00)	(12,400.00)	
	(1,916,882.00)	(2,068,255.00)	

	1964 Appropriated	*1964 Expended*	*1965 Recommended*	*Item No.*
CONSTRUCTION AND SITES				
Claypit Hill School — Addition				
From "1963"	1,000.00	1,000.00		
Loker School — Addition				
From "1963"	22,922.11	22,476.80		
Happy Hollow School				
From "1963"	25,000.00			
From "Stabilization Fund"	100,000.00			
From "Appropriation"	175,000.00	59,001.70		
New High School				
From "Refund"	407.77	407.77 (close out)		
From "Special Meeting"	225,000.00	13,100.00		
SCHOOL LUNCH ACCOUNT				
Bal. 1/1/64	2,807.93			
Income in 1964	117,809.73	116,420.23		

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
SCHOOL ATHLETIC ACCOUNT				
Bal. 1/1/64	177.65			
Income in 1964	7,075.01	4,438.63		
FORD FOUNDATION				
Bal. 1/1/64	11,336.12	11,336.12		
PUBLIC LAW No. 874				
Bal. 1/1/64	17,543.89			
Income in 1964	30,299.00	20,333.73		
PUBLIC LAW No. 864				
Bal. 1/1/64	8,389.11			
Income in 1964	956.46	1,388.67		
GRANTS — 37A				
Bal. 1/1/64	598.25			
Income in 1964	2,000.00			
EVENING PRACTICAL ARTS				
Bal. 1/1/64	258.74			
Income in 1964	4,182.04	4,205.49		
DATA PROCESSING				
Bal. 1/1/64	2,875.06			
Income in 1964	5,000.00	7,875.06		

LIBRARIES

LIBRARIES				
Salaries:				
Librarian	6,902.00	6,902.00	7,145.55	1
Librarian — Professional	5,157.55	5,157.55		
Assistant Librarian			4,507.50	2
Children's Librarian			5,370.00	3
Assistant Librarian — Assistants and Substitutes	13,000.00	11,493.00		
Clerks and Substitutes			12,000.00	4
Appropriation	4,000.00		2,500.00	5
From "Dogs"	2,029.96		Art. 4	
From "State Aid to Libraries"			Art. 4	
Refurbishing and Furniture				
From "1963"	4,500.00	2,923.00	1,600.00	6
Heating System	1,500.00			

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Misc. Equipment and Survey ..	2,000.00	503.25		
Book Purchase Account	7,000.00	6,996.12	8,000.00	7
Library Fund — Income				
Bal. 1/1/64	1,241.47			
Income in 1964	1,436.83	1,851.54		

RECREATION

Park Department

Salaries:				
Superintendent	5,786.00	5,786.00	5,883.65	1
Labor	15,000.00	15,000.00	16,000.00	2
Rent, Misc., Repairs, Light, Tel. (no rent in '65)	3,600.00	3,580.61	2,600.00	3
Expense				
Fertilizer, Lime, Etc.	3,500.00	3,373.12	4,000.00	4
Schools — Maintenance	4,600.00	4,584.82	4,800.00	5
Claypit Lot — Clean up	500.00	500.00		
Town Building — Wayland Contract Maintenance	3,300.00	3,296.40	3,300.00	6
Town Building — Cochituate Contract Maintenance	300.00	205.19	300.00	7
Equipment				
Miscellaneous	1,800.00			
From "1963"	400.00	825.79	800.00	8
New Truck			2,600.00	9
Lake Cochituate Beach				
Beach Labor	600.00	599.63	600.00	10
Life Guards (5 in '64, 7 in '65)	7,400.00	7,398.33	7,000.00	11
Matrons (2)	1,400.00	1,400.00	1,200.00	12
Beach Police (2)	1,400.00	1,370.27	1,200.00	13
Notices and Registration	800.00	672.00	800.00	14
Miscellaneous Expense	1,700.00	1,495.52	1,700.00	15
New Boat				
From "1963"	300.00			
Resuscitator			285.00	16
Beach Expansion	4,500.00			
From "1963"	2,645.94	7,114.25	7,900.00	17

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Erosion Repair	500.00		100.00	18
Mill Pond—Lighting and Snow Removal	300.00			
From "Special Meeting"	2,225.00	816.33	2,500.00	19
Playground Development				
North Wayland				
From "1963"	300.00	300.00	100.00	20
Cochituate Junior High Site				
From "1963"	300.00	300.00	100.00	21
Cochituate Center Development Plan			900.00	22
Little League				
Expense	1,500.00	1,498.62	1,500.00	23
Lighting	400.00	391.37	400.00	24
Hockey	300.00	300.00	300.00	25

UNCLASSIFIED

Reserve Fund	20,000.00	19,942.47	20,000.00	1
Town and Finance Committee Reports	2,750.00	2,748.98	2,925.00	2
Memorial Day	600.00			
From "Reserve"	42.02	642.02	600.00	3
Legion Post Quarters	600.00	600.00	600.00	4
Veterans of Foreign Wars Quarters	600.00	600.00	600.00	5
Notice of Meetings	850.00	845.75	850.00	6
Surety Bonds	600.00	498.32	600.00	7
Town Clocks	260.00			
From "Reserve"	18.00	278.00	280.00	8
Insurance — General	33,000.00	27,655.35	34,040.00	9
Insurance — 32B	23,000.00			
From "Reserve"	2,181.20	25,181.20	27,500.00	10
Preliminary Town Betterments	1,500.00			
Purchase of Land for Dump				
From "1963"	200.00			

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
LAND TAKINGS — RICE ROAD	100.00			
From "Special Meeting"	500.00			
LAND TAKINGS — LUPIEN				
From "1963"	50.00			
PURCHASE — B. & M. PROPERTY WAYLAND SQUARE				
From "1963"	2,500.00			
COMMITTEE ON UNDERGROUND WIRES				
From "1963"	1,900.00			
ENGINEERING SURVEY — GRANNY				
From "1963"	600.00	295.00		
PURCHASE — EAGAN PROPERTY	8,000.00			
LAND TAKING FOR HIGHWAYS — LAKE SHORE DRIVE	3,200.00			
From "Reserve"	2,500.00	4,000.00		
PURCHASE—ALDEN ROAD—LOT 12	7,000.00			
From "Reserve"	1,925.81	8,925.81		
TOWN LAND — CLEAN-UP				
From "Reserve"	563.00	563.00	500.00	11
TURN AROUND — EASEMENT — AUTUMN LANE				
From "Special Meeting"	1.00			

PUBLIC SERVICE ENTERPRISES

WATER DEPARTMENT				
Salaries:				
Commissioners:				
Chairman	75.00	75.00	75.00	1
Clerk	75.00	75.00	75.00	2
3rd Member	75.00	75.00	75.00	3
Superintendent	8,018.50	8,018.50	Art. 8	
Working Foreman	6,090.00	6,090.00	Art. 8	
Maintenance Man	5,582.50	5,582.50	Art. 8	
Labor	20,000.00	19,351.35	Art. 8	
Town Office (2)			Art. 8	
Maintenance	40,000.00			
From "Special Meeting"	4,000.00	42,104.46	Art. 8	

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Equipment				
Truck	4,000.00	3,330.58	Art. 8	
Professional System Survey			Art. 8	
Hydrant Rental	10,000.00	10,000.00	10,000.00	4
Betterments				
Bent Ave. — Cottage St., Etc. From "1963"	7,409.47	2,917.54		
Water Main Extensions				
Existing Town Roads				
Refund Account From "1963"	19,231.57			
Deposit Account	5,000.00			
From "1963"	18,186.09			
Old Conn. Path From "1963"	5,653.65	521.05		
Old Conn. Path Rice Road to Standpipe From "1963"	20,000.00			
White Road From "1963"	1,056.30	102.30		
Loker Street			Art. 8	
Sherman Bridge Road and Well Site	17,500.00	15,405.31		
Garage and Storage Building From "1963"	23,174.43	22,885.15		
New Well and Pump From "Special Meeting"	50,000.00	777.50		
Well Site Preparation and Water Mains	12,000.00	11,316.27		
Easement for Water Line — Old Conn. Path From "1963"	10.00			

CEMETERY, TREE AND MOTH DEPARTMENT

Cemetery

Salaries:				
Superintendent	6,598.00	6,598.00	6,702.53	1
Labor — Permanent Men (3)	14,400.00	14,400.00	15,000.00	2
Labor — Temporary Men	400.00	398.56	500.00	3

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
Equipment				
New Truck	2,200.00	2,026.39		
Plow	500.00	488.16		
Maintenance				
Appropriation	2,300.00	1,797.34	2,300.00	4
Service	400.00	46.40	200.00	5
North Cemetery				
Existing Lot Maintenance	400.00	353.50	300.00	6
New Lot Development	200.00	102.50	200.00	7
South Cemetery				
Existing Lot Maintenance	100.00		100.00	8
Lakeview Cemetery				
Existing Lot Maintenance	100.00		100.00	9
Water Pipe From "1963"	300.00			
New Lot Development	3,000.00	1,885.76	2,000.00	10
Resetting Monuments	500.00	500.00	300.00	11
Perpetual Care Funds Income				
Balance 1/1/64	3,305.75			
Income in 1964	2,111.74	1,182.74		
Parmenter Funds Income				
Balance 1/1/64	1,007.20			
Income in 1964	163.25			
TREE				
Tree Trimming at Private Contract	5,000.00	4,990.88	5,000.00	12
Planting Trees	500.00	495.00	1,000.00	13
MOTH				
Public Work — Expense	3,000.00	2,116.91	3,000.00	14
Dutch Elm Disease	6,000.00	5,608.83	6,000.00	15

	1964 Appropriated	1964 Expended	1965 Recommended	Item No.
MATURING DEBT AND INTEREST				
INTEREST				
Miscellaneous	21.25	21.25	21.25	1
Anticipation of Revenue				
From "1963"	333.35			
From "Special Meeting"	1,293.30	1,626.65	2,000.00	2
Schools				
$400,000 – 1948 – 2¼ – 20 yr.	2,250.00	2,250.00	1,800.00	3
150,000 – 1948 – 2¼ – 20 yr.	337.50	337.50	225.00	4
140,000 – 1949 – 1¾ – 20 yr.	481.25	481.25	393.75	5
210,000 – 1952 – 1.6 – 20 yr.	1,360.00	1,360.00	1,200.00	6
600,000 – 1954 – 2½ – 20 yr.	6,930.00	6,930.00	6,270.00	7
150,000 – 1956 – 2½ – 15 yr.	1,875.00	1,875.00	1,625.00	8
600,000 – 1956 – 2½ – 20 yr.	9,375.00	9,375.00	8,625.00	9
62,000 – 1956 – 3.4 – 20 yr.	1,326.00	1,326.00	1,224.00	10
638,000 – 1956 – 3.4 – 20 yr.	14,144.00	14,144.00	13,056.00	11
1,175,000 – 1959 – 3.5 – 20 yr.	31,675.00	31,675.00	29,575.00	12
1,100,000 – 1960 – 3.6 – 20 yr.	32,670.00	32,670.00	30,690.00	13
Water				
15,000 – 1955 – 1.9 – 10 yr.	41.25	41.25	Art. 8	
150,000 – 1958 – 3.3 – 15 yr.	3,300.00	3,300.00	Art. 8	
Fire				
60,000 – 1952 – 2.2 – 20 yr.	360.00	360.00	320.00	14
MATURING DEBT				
Schools				
400,000 – 1948 – 2¼ – 20 yr.	20,000.00	20,000.00	20,000.00	15
150,000 – 1948 – 2¼ – 20 yr.	5,000.00	5,000.00	5,000.00	16
140,000 – 1949 – 1¾ – 20 yr.	5,000.00	5,000.00	5,000.00	17
210,000 – 1952 – 1.6 – 20 yr.	10,000.00	10,000.00	10,000.00	18
600,000 – 1954 – 2.2 – 20 yr.	30,000.00	30,000.00	30,000.00	19
150,000 – 1956 – 2½ – 20 yr.	10,000.00	10,000.00	10,000.00	20
600,000 – 1956 – 2½ – 20 yr.	30,000.00	30,000.00	30,000.00	21
62,000 – 1956 – 3.4 – 20 yr.	3,000.00	3,000.00	3,000.00	22
638,000 – 1959 – 3.4 – 20 yr.	32,000.00	32,000.00	32,000.00	23
1,175,000 – 1959 – 3.5 – 20 yr.	60,000.00	60,000.00	60,000.00	24
1,100,000 – 1960 – 3.6 – 20 yr.	55,000.00	55,000.00	55,000.00	25
Water				
15,000 – 1955 – 1.9 – 10 yr.	1,500.00	1,500.00	Art. 8	
150,000 – 1958 – 3.3 – 15 yr.	10,000.00	10,000.00	Art. 8	
Fire				
60,000 – 1952 – 2.2 – 20 yr.	2,000.00	2,000.00	2,000.00	26

WAGE AND SALARY CLASSIFICATION PLAN
PROPOSED BASIC SCHEDULE OF SALARIES AND WAGE RATES — 1965
FOR CLASSIFIED POSITIONS

POSITION	*Min.*	*1 Year After*	*2 Years After*	*3 Years After*	*4 Years After*	*5 Years After*
Administrative and Clerical — All Departments						
Executive Secretary	$10,020	$10,600	$11,170	$11,750	$12,320	$12,900
Accountant — Office Manager	5,590	5,760	5,930	6,090	6,260	6,420
Secretary to Executive Secretary (35 Hrs.)	4,450	4,580	4,710	4,840	4,976	5,100
Principal Clerk (35 Hrs.)	4,200	4,330	4,470	4,600	4,740	4,870
Senior Clerk (35 Hrs.)	3,680	3,820	3,950	4,080	4,220	4,350
Machine Room Clerk (35 Hrs.)	3,470	3,590	3,700	3,820	3,930	4,040
Switchboard Operator (35 Hrs.)	3,470	3,590	3,700	3,820	3,930	4,040
Junior Clerk (35 Hrs.)	3,160	3,280	3,390	3,500	3,620	3,730
Public Health						
Registered Professional Nurse (40 Hrs.)	$4,480	$4,610	$4,760	$4,900	$5,040	$5,180
Public Health Nurse No 1 (40 Hrs.)	4,850	4,980	5,120	5,260	5,400	5,550
Public Health Nurse No. 2 (40 Hrs.)	5,520	5,620	5,720	5,820	5,920	6,020
Senior Public Health Nurse (40 Hrs.)	5,920	6,070	6,230	6,380	6,530	6,680
Board of Health Inspection Agent (P. T.)	2.65 (hr.)					
Public Safety						
Police Chief	$7,680	$7,870	$8,060	$8,250	$8,440	$8,640
Police Sergeant (40 Hrs.)	5,910	6,070	6,240	6,400	6,570	6,730

POSITION	Min.	1 Year After	2 Years After	3 Years After	4 Years After	5 Years After
Patrolman (40 Hrs.)	5,130	5,280	5,440	5,590	5,750	5,910
Fire Chief	7,680	7,870	8,060	8,250	8,440	8,640
Fire Captain (56 Hrs.)	6,250	6,430	6,600	6,780	6,960	7,130
Firefighter (56 Hrs.)	5,430	5,600	5,760	5,920	6,090	6,250
Firefighter — Electrician (56 Hrs.)	5,870	6,030	6,200	6,360	6,530	6,690
Firefighter — Mechanic (56 Hrs.)	5,870	6,030	6,200	6,360	6,530	6,690
Inspector — Building and Wire (40 Hrs.)	6,010	6,180	6,340	6,510	6,670	6,840
Special Patrolman (Traffic)	2.30 (hr.)					
Intermittent Patrolman	2.47 (hr.)					
Call Firefighter	2.30 (hr.)					
Call Firefighter — Full day or night shift	20.00 (shift)					
Policewoman	120.00 (mo.)					
Library						
Librarian	$6,410	$6,570	6,730	$6,890	$7,050	$7,210
Assistant Librarian (40 Hrs.)	5,230	5,390	5,540	5,700	5,850	6,010
Children's Librarian (40 Hrs.)	$5,230	$5,390	$5,540	$5,700	$5,850	$6,010
Library Clerk (40 Hrs.)	3,780	3,920	4,050	4,190	4,320	4,460
Library Assistant (Part Time)	1.77-2.44 (hr.)					
Library Page (Part Time)	.99 (hr.)					

487.50
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90

Public Works

Highway Superintendent	$7,700	$7,900	$8,100	$8,300	$8,500	$8,700
Assistant Highway Superintendent (40 Hrs.)	6,890	7,070	7,240	7,420	7,590	7,770
Water Superintendent	7,600	7,800	8,000	8,200	8,400	8,600
Cemetery Superintendent	5,910	6,070	6,240	6,400	6,570	6,730
Park Superintendent	5,130	5,280	5,440	5,590	5,750	5,910
Working Foreman — Water (40 Hrs.)	5,440	5,600	5,750	5,910	6,060	6,220
Water Maintenance Man (40 Hrs.)	5,230	5,390	5,540	5,700	5,850	6,010
Town Surveyor	7,620	7,800	8,000	8,200	8,400	8,600
Highway Mechanic	2.65 (hr.)	2.76 (hr.)	2.87 (hr.)			
Heavy Equipment Operator and Working Foreman, Highway	2.65 (hr.)	2.76 (hr.)	2.87 (hr.)			
Heavy Equipment Operator	2.45 (hr.)	2.57 (hr.)	2.68 (hr.)			
Equipment Operator	2.28 (hr.)	2.40 (hr.)	2.51 (hr.)			
Meter Reader and Repairman	2.28 (hr.)	2.40 (hr.)	2.51 (hr.)			
Laborer	2.11 (hr.)	2.22 (hr.)	2.34 (hr.)			
Laborer — Probationary	2.11 (hr.)					
Laborer — Casual or Part Time	1.92 (hr.)					

WAGE AND SALARY CLASSIFICATION PLAN

PRESENT SCHEDULE OF SALARIES AND WAGE RATES — 1964 FOR CLASSIFIED POSITIONS

POSITION	*Min.*	*1 Year After*	*2 Years After*	*3 Years After*	*4 Years After*	*5 Years After*
Administrative and Clerical — All Departments						
Executive Secretary	$9,541.00	$10,090.00	$10,638.00	$11,186.00	$11,734.00	$12,282.00
Accountant — Office Manager	5,481.00	5,644.00	5,806.00	5,969.00	6,131.00	6,293.00
Principal Clerk	4,111.00	4,243.00	4,375.00	4,507.00	4,639.00	4,771.00
Senior Clerk	3,604.00	3,736.00	3,868.00	4,000.00	4,132.00	4,263.00
Machine Room Clerk	3,401.00	3,512.00	3,624.00	3,736.00	3,847.00	3,959.00
Switchboard Operator	3,401.00	3,512.00	3,624.00	3,736.00	3,847.00	3,959.00
Junior Clerk	3,096.00	3,208.00	3,319.00	3,431.00	3,543.00	3,654.00
Public Health						
Registered Professional Nurse	4,477.00	$4,609.00	$4,751.00	$4,893.00	$5,035.00	$5,177.00
Public Health Nurse No. 1	4,842.00	4,974.00	5,116.00	5,258.00	5,400.00	5,542.00
Public Health Nurse No. 2	5,512.00	5,613.00	5,715.00	5,816.00	5,918.00	6,019.00
Senior Public Health Nurse	5,918.00	6,070.00	6,222.00	6,375.00	6,527.00	6,679.00
Board of Health — Insp. Agent (P. T.)	2.39 (hr.)					
Public Works						
Highway Superintendent	$7,613.00	$7,796.00	$7,978.00	$8,161.00	$8,344.00	$8,526.00
Assistant Highway Superintendent	6,750.00	6,923.00	7,095.00	7,268.00	7,440.00	7,613.00

Water Superintendent	7,156.00	7,329.00	7,501.00	7,674.00	7,846.00	8,019.00
Cemetery Superintendent	5,786.00	5,948.00	6,111.00	6,273.00	6,436.00	6,598.00
Park Superintendent	5,025.00	5,177.00	5,329.00	5,481.00	5,634.00	5,786.00
Working Foreman (Water)	5,329.00	5,481.00	5,634.00	5,786.00	5,938.00	6,090.00
Water Maintenance Man	5,126.00	5,278.00	5,431.00	5,583.00	5,735.00	5,887.00
Town Engineer	7,613.00	7,796.00	7,978.00	8,161.00	8,344.00	8,526.00
Heavy Equipment Operator and Working Foreman (Highway)	2.36 (hr.)	2.46 (hr.)	2.56 (hr.)			
Heavy Equipment Operator	2.19 (hr.)	2.29 (hr.)	2.39 (hr.)			
Equipment Operator	2.03 (hr.)	2.14 (hr.)	2.24 (hr.)			
Meter Reader and Repairman	2.03 (hr.)	2.14 (hr.)	2.24 (hr.)			
Laborer	1.88 (hr.)	1.98 (hr.)	2.09 (hr.)			
Laborer — Probationary	1.88 (hr.)					
Laborer — Casual or Part Time	1.88 (hr.)					

Public Safety

Police Chief	$7,308.00	$7,491.00	$7,674.00	$7,857.00	$8,039.00	$8,222.00
Police Sergeant	5,786.00	5,948.00	6,111.00	6,273.00	6,436.00	6,598.00
Patrolman	5,025.00	5,177.00	5,329.00	5,481.00	5,634.00	5,786.00
Fire Chief	7,308.00	7,491.00	7,674.00	7,857.00	8,039.00	8,222.00
Fire Captain	5,786.00	5,948.00	6,111.00	6,273.00	6,436.00	6,598.00
Fireman	5,025.00	5,177.00	5,329.00	5,481.00	5,634.00	5,786.00
Fireman — Electrician	5,431.00	5,583.00	5,735.00	5,887.00	6,040.00	6,192.00
Fireman — Mechanic	5,431.00	5,583.00	5,735.00	5,887.00	6,040.00	6,192.00
Inspector — Building and Wire	5,887.00	6,050.00	6,212.00	6,375.00	6,537.00	6,699.00
Call Man — Police	2.26 (hr.)					

POSITION	Min.	1 Year After	2 Years After	3 Years After	4 Years After	5 Years After
Call Man — Fire	2.26 (hr.)					
Policewoman	118.93 (mo.)					
Library						
Librarian	$6,090.00	$6,253.00	$6,415.00	$6,578.00	$6,740.00	$6,902.00
Assistant Librarian	5,126.00	5,278.00	5,431.00	5,583.00	5,735.00	5,887.00
Library Assistant	3,705.00	3,837.00	3,969.00	4,101.00	4,233.00	4,365.00
Library Assistant (Part Time)	1.75-2.39 (hr.)					
Library Page (Part Time)	.97 (hr.)					